

YAN ZHANG (ANTHEA)

Jesse H. Jones Graduate School of Business, Rice University
229 McNair Hall – MS 531, 6100 Main Street
Houston, Texas 77005-1892
Phone: (713) 348-2462; Fax: (713) 348-6296
E-Mail: yanzh@rice.edu

ACADEMIC EMPLOYMENT

- 2015-Present Faye S Sarofim Vanguard Professor of Management
Jesse H. Jones Graduate School of Business, Rice University
- Fall 2025* Visiting Scholar, Department of Management Science &
Engineering, Stanford University, Palo Alto, California, United States
(*Sabbatical from Rice University)
- Fall 2024* Visiting Professor, INSEAD, Fontainebleau, France
(*Sabbatical from Rice University)
- 2013-2017 Area coordinator, Strategy and Environment Group
Jesse H. Jones Graduate School of Business, Rice University
- 2012-2013* Professor of Strategic Management
China Europe International Business School (CEIBS), Shanghai, China
(*On-leave from Rice University)
- 2011-Present Professor of Strategic Management (with tenure)
Jesse H. Jones Graduate School of Business, Rice University
- 2009-2011 Jones School Distinguished Associate Professor of Management
Jesse H. Jones Graduate School of Business, Rice University
- 2007-2011 Associate Professor of Strategic Management (with tenure)
Jesse H. Jones Graduate School of Business, Rice University
- 2001–2007 Assistant Professor of Strategic Management
Jesse H. Jones Graduate School of Business, Rice University

BOARD DIRECTORSHIPS AND PRESIDENCY

- 2021-2026 President-Elect (2021-2022), President (2023-2024), and Immediate Past
President (2025-2026) of Strategic Management Society (SMS)
- 2018-2020 Member of the Board of directors, Strategic Management Society (SMS)
(second term).

- 2016-2018 Member of the Board of Directors, International Corporate Governance Society (ICGS).
- 2015-2017 Member of the Board of directors, Strategic Management Society (SMS) (first term).

EDUCATION

- 2001 **Marshall School of Business, University of Southern California**
Ph.D. in Business Administration
Concentration: Strategic Planning and Policy
- 1997 **City University of Hong Kong**
Master of Philosophy in Business Administration
Concentration: International Business
- 1995 **Nanjing University, Nanjing, China**
Master of Arts in Economics
- 1992 **Nanjing University, Nanjing, China**
Bachelor of Arts in Economics

RESEARCH INTERESTS

CEO succession/dismissal, strategic leadership, and corporate governance
Technology innovation and entrepreneurship
Foreign direct investment
Energy transition

ACADEMIC FELLOWSHIPS

- 2024-Present Fellow, Academy of International Business (AIB)
- 2021-Present Fellow, Strategic Management Society (SMS)

EDITORSHIPS AND EDITORIAL REVIEW BOARDS OF ACADEMIC JOURNALS

- 2023-present Area Editor, Journal of International Business Studies
- 2020-2022 Associate Editor, Strategic Management Journal (Second term)
- 2017-2019 Associate Editor, Strategic Management Journal (First term)
- 2010-2013 Associate Editor, Academy of Management Journal
- 2010-2013 Consulting Editor, Management and Organization Review
- 2010-2013 Guest Editor, Special Issue of Management and Organization Review:
“Knowledge Search, Spillovers and Creation in Emerging Markets”
- 2007-present Editorial Review Board, Academy of Management Journal
- 2009-present Editorial Review Board, Strategic Management Journal

TEACHING EXPERIENCE

Courses offered at the Jesse H. Jones Graduate School of Business, Rice University:

- Global Strategy (EMBA Core Course)
- Strategic Issues in Global Business (MBA and Professional MBA)
- Cross-Border Strategic Alliances (MBA, Professional MBA, and Executive MBA)
- Managing Organizational Challenges in Energy Transition (Energy Initiative for EMBA/Professional MBA/MBA and Executive Education)
- Managing Foreign Market Entries in the Energy Industry (Energy Initiative for EMBA/Professional MBA/MBA)
- Corporate Governance (Executive MBA)
- Faculty lead of EMBA/MBA Global Field Experience

Courses offered at China Europe International Business School (CEIBS), China:

- Strategic Alliances and Competitive Advantage
- Female Executives in Boardrooms
- Executive turnover and succession planning

ACADEMIC HONORS AND AWARDS

- | | |
|------|--|
| 2023 | Award for Excellence in Research , Jesse H. Jones Graduate School of Business, Rice University. |
| 2022 | Award for Excellence in Research , Jesse H. Jones Graduate School of Business, Rice University. |
| 2020 | Award for Excellence in Research , Jesse H. Jones Graduate School of Business, Rice University. |
| 2019 | Distinguished Alumni Award , College of Business, City University of Hong Kong |
| 2018 | Program co-chair, International Corporate Governance Society (ICGS)'s annual conference, October 2018, Shanghai, China. |
| 2018 | Co-chair, <u>Inaugural Tsinghua Innovation, Entrepreneurship and Strategy research symposium</u> , July 2018, Beijing China. |
| 2018 | Finalist for the <u>Strategic Management Society (SMS) Oslo Special Conference Best Paper Prize</u> , Oslo, Norway, June 2018. |
| 2017 | Award for Excellence in Research , Jesse H. Jones Graduate School of Business, Rice University. |
| 2017 | Program co-chair, Strategic Management Society (SMS)'s annual conference, October 2017, Houston, Texas. |

- 2016 **Greif Research Impact Award**, given by the Lloyd Greif Center for Entrepreneurial Studies, the University of Southern California. (This award is given to the researcher(s) who published the most impactful entrepreneurship article six years ago in the top management and entrepreneurship journals.)
- 2016 **Award for Excellence in Research**, Jesse H. Jones Graduate School of Business, Rice University.
- 2013-2014 Member of the All-Academy Theme Committee, the Academy of Management annual meeting, Philadelphia, August 2014.
- 2012-2014 Research Committee of the Business Policy and Strategy Division, Academy of Management.
- 2012-2014 Member of the Research Advisory Committee of Guanghua-Cisco Leadership Institute, Peking University, China.
- 2011-2013 Member of the Assessment Committee of Hong Kong Research Grants Council (RGC)'s Theme-Based Research Scheme (TBRS) (a Research Endowment Fund with a one-off grant of HK\$18 billion (USD 2.3 billion) in 2009. For details, refer to <http://www.ugc.edu.hk/eng/rgc/theme/1stcall.htm>).
- Jan. 2012-Dec. 2013 **Representative-at-large** of Global Strategy Interest Group of Strategic Management Society (SMS).
- 2012 Lead Program Co-chair, **Strategic Management Society** China Conference, December 2012, Guangzhou, China.
- 2012 Program Co-chair, **China Europe International Business School** Management Conference, Shanghai, China.
- 2010 **Strategic Management Society (SMS) Emerging Scholar Award**.
- 2010 **Scholarship Excellence Award**, Jesse H. Jones Graduate School of Business, Rice University.
- 2009-2011 **Jones School Distinguished Associate Professor of Management**, Jesse H. Jones Graduate School of Business, Rice University
- Jan. 2010-Dec. 2011 **Representative-at-large** of Corporate Strategy and Corporate Governance Interest Group of Strategic Management Society (SMS).
- 2009 **Academy of Management Journal Outstanding Reviewer Award**.
- 2008 **Distinguished Paper Award** of the Business Policy and Strategy (BPS) Division of the Academy of Management, Anaheim, California.

- 2008-2010 **Representative-at-large of the Americas** of the International Association of Chinese management Research (IACMR).
- 2007 Runner-Up for the **Outstanding Publication in Organizational Behavior Award** (This award is given annually by the Organizational Behavior Division of the Academy of Management for the best published Organizational Behavior paper in the prior year).
- 2004 Finalist for the **Best Paper in Macro Management Award** at the Inaugural Conference of International Association of Chinese Management and Research (IACMR).
- 2003 Finalist for the **McKinsey/Strategic Management Society Best Conference Paper Prize**.
- 2003 Finalist for the **Haynes Prize** at Academy of International Business.
- 2003 Finalist for the **AIB Best Paper Award** at Academy of International Business.
- 2000 University of Southern California candidate to the Business Policy and Strategy Doctoral Student Consortium, Academy of Management Annual Meeting.
- 2000 **James S. Ford/Commerce Associates Doctoral Fellowship**, Marshall School of Business, University of Southern California (Awarded for the best Ph.D. candidate).
- 1999 Member of **Beta Gamma Sigma** honour society for collegiate schools of business, University of Southern California Chapter.

REFERRED JOURNAL PUBLICATIONS

- [34] Li, W. **Zhang, Y.A.**, Li, X. 2024. Reducing symbolic compliance: The presence of multiple large shareholders as an internal monitoring mechanism. Journal of Management Studies, 61(5): 1946-1984.
- [33] **Zhang, Y.A.**, Chen, J., Li, H., and Jing, J. 2022. Who do you take to tango? Examining pairing mechanisms between underwriters and IPO firms in a nascent stock market. Strategic Entrepreneurship Journal, 16(1): 97-128.
- Featured in *Rice Business Wisdom*, “You Can’t Always Judge an IPO by its Underwriter,” April 2024. Also appeared in *Houston InnovationMap*.
- [32] **Zhang, Y.A.**, Chen, Z., Wang, Y. 2021. Which patents to use as loan collateral? The role of newness of patents’ external technology linkage. Strategic Management Journal, 42(10): 1822-1849.
- This paper was a finalist for the Strategic Management Society (SMS) Oslo Special Conference Best Paper Prize, Oslo, Norway, June 2018.

- [31] Kang, Y., Zhu, D.H. and **Zhang, Y.A.** 2021. Being extraordinary: How CEOs' uncommon names explain strategic distinctiveness? Strategic Management Journal, 42(2): 462-488.
- [30] Chahine, S. and **Zhang, Y.A.** 2020. (Equal contributions, authorships alphabetically listed.) Changing gears before speeding up: The roles of CEO human capital and VC monitoring in CEO change before IPO. Strategic Management Journal, 41(9): 1653-1681.
- [29] Yi, X., **Zhang, Y.A.**, and Windsor, D. 2020. You are great and I am great (too): Examining new CEOs' social influence behaviors during leadership transition. Academy of Management Journal, 63(5): 1508-1534.
- [28] Li, Y., **Zhang, Y.A.**, and Shi, W. 2020. Navigating between geographic and cultural distances in international expansion: The paradoxical roles of firm size, age, and ownership. Strategic Management Journal, 41(5): 921-949.
- [27] Shi, W., **Zhang, Y.**, and Hoskisson, R. 2019. Examination of CEO-CFO social interaction through language style matching: Outcomes for the CFO and the organization. Academy of Management Journal, 62(2): 1-32.
- [26] Shi, W., **Zhang, Y.** and Hoskisson, R. 2017. Ripple effects of CEO awards: Investigating acquisition activities of superstar CEOs' competitors. Strategic Management Journal, 38(10): 2080-2102.
- Featured at *Harvard Business Review* (HBR.org) and *Wall Street Journal*.
- [25] Han, K., Mittal, V. and **Zhang, Y.** 2017. Relative strategic emphasis and firm idiosyncratic risk: The moderating role of relative performance and demand instability. Journal of Marketing, 81(4): 25-44.
- [24] Shi, W., Hoskisson, R. and **Zhang, Y.A.** 2017. Independent Director Death and CEO Acquisitiveness: Build an empire or pursue a quiet life? Strategic Management Journal, 38(3): 780-792.
- [23] **Zhang, Y.A.** and Qu, H. 2016. The impact of CEO succession with gender change on firm performance and successor early departure: Evidence from China's publicly listed companies in 1997-2010. Academy of Management Journal, 59(5): 1845-1868.
- [22] Groening, C., Mittal, V., and **Zhang, Y.A.** 2016. Cross-validation of customer and employee signals and firm valuation. Journal of Marketing Research, 53(1): 61-76.
- [21] Shi, W., Hoskisson, R., and **Zhang, Y.A.** 2016. A geopolitical perspective into the opposition of state-owned enterprises in target states. Global Strategy Journal, 6(1): 13-30.
- [20] **Zhang, A.Y.**, Li, Y., and Li, H. 2014. FDI spillovers over time in an emerging economy: The roles of entry tenure and barriers to imitation. Academy of Management Journal, 57: 698-722.

- [19] Wiersema, M. and **Zhang, Y.** 2013. Executive turnover in the stock option backdating wave: The impact of social contexts. Strategic Management Journal, 34: 590-609.
- [18] Li, Y., **Zhang, Y.**, Li, Y., Zhou, L-A., and Zhang, W-Y. 2012. Returnees vs. locals: Who perform better in China's technology entrepreneurship? Strategic Entrepreneurship Journal, 6: 257-272.
- [17] Wiersema, M. and **Zhang, Y.** 2011. CEO dismissal: The role of investment analysts. Strategic Management Journal, 32(11): 1161-1182.
- [16] **Zhang, Y.**, Li, H., Li, Y., and Zhou, L-A. 2010. FDI spillovers in an emerging market: The role of foreign firms' country origin diversity and domestic firms' absorptive capacity. Strategic Management Journal, 31(9): 969-989.
- Cited by e! Science News, Science Centric, FirstScience.com, Physorg.com, and newstin.com.
 - Featured in a "Virtual Issue on Research in Emerging Economies" in the Wiley Online Library:
http://onlinelibrary.wiley.com/subject/code/000028/homepage/virtual_issue_research_in_emerging_economy_contexts.htm).
- [15] **Zhang, Y.** and Rajagopalan, N. 2010. Once an outsider, Always an outsider? CEO origin, strategic change, and firm performance. Strategic Management Journal, 31(3): 334-346.
- This paper was cited by Financial Times, Dow Jones Newswire, The Wall Street Journal Transcript, Yahoo! News, Yahoo! Canada, NewsroomAmerica.com, Houston Business Journal, San Francisco Business Times, Greater Milwaukee Business Journal, Business Review, Washington Business Journal, Investor's Business Daily, Boardmember.com, CFO.com, ExecDigital.com, Futurity.org, PhysOrg.com, Pensions and Investments, National Underwriter Property & Casualty, Restaurants & Institutions, Cellular-News, QSRWeb.com, e! Science News, NewKerala.com, Daily India, EuroSeek.com, RedOrbit, HRtools, and TalentMGT.com.
- [14] **Zhang, Y.** and Li, H. 2010. Innovation search of new ventures in a technology cluster: The role of ties with service intermediaries. Strategic Management Journal, 31(1): 88-109.
- [13] **Zhang, Y.** and Wiersema, M. 2009. Stock market reaction to CEO certification: The signaling role of CEO backgrounds (Lead article). Strategic Management Journal, 30(7): 693-710.
- [12] **Zhang, Y.**, Li, H., and Schoonhoven, C.B. 2009. Inter-Community Relationships and Community growth in China's High-Technology Industries 1988-2000. Strategic Management Journal, 30(7): 163-183.

- [11] **Zhang, Y.** 2008. Information asymmetry and the dismissal of newly appointed CEOs: An empirical investigation. Strategic Management Journal, 29(8): 859-872.
- This paper was cited by USA Today, Economic Times (India), Yahoo! News, Houston Chronicle, Houston Business Journal, Industry Week, Innovation Report, etc.
- [10] **Zhang, Y.**, Li, H., Hitt, M., and Cui, G. 2007. R&D Intensity and International Joint Venture Performance in an Emerging Market: Moderating Effects of Market Focus and Ownership Structure. Journal of International Business Studies, 38: 944-960.
- An earlier version of this paper was a finalist for the **Haynes Prize** and a finalist for the **AIB Best Paper Award** at Academy of International Business, 2003.
- [9] Li, H. and **Zhang, Y.** 2007. The Role of Managers' Political Networking and Functional Experience in New Venture Performance: Evidence from China's Transition Economy, Strategic Management Journal, 28(8):791-804.
- [8] **Zhang, Y.** 2006. The Presence of a Separate COO/President and Its Impact on Strategic Change and CEO Dismissal, Strategic Management Journal, 27(3): 283-300.
- An earlier version of this paper was a finalist for the **McKinsey/Strategic Management Society Best Conference Paper Prize**, 2003.
- [7] **Zhang, Y.**, George, J.M., and Chan, T.S. 2006. The Paradox of Dueling Identities: The Case of Local Senior Executives in MNC Subsidiaries, Journal of Management, 32(3): 400-425.
- This paper was a **Runner-Up for the Outstanding Publication in Organizational Behavior Award**, 2007.
- [6] Li, H., **Zhang, Y.**, and Chan, T.S. 2005. Entrepreneurial Strategy Making and Performance in China's Emerging Economy – The Contingency Effect of Environments and Firm Competencies, Journal of High Technology Management Research, 16(1): 37-57.
- Reprinted in: Li, H. (Ed.) 2006. Growth of New Technology Ventures in China's Emerging Market: 143-170. London: Edward Elgar Publishing.
- [5] **Zhang, Y.** and Rajagopalan, N. 2004. When the Known Devil is Better Than an Unknown God: An Empirical Study of the Antecedents and Consequences of Relay CEO Successions, Academy of Management Journal, 47(4): 483-500.
- This paper was cited by Economist, USA Today, CNBC, Economic Times (India), Times of India, Daily Mail (London), Times Union, Economist.com, CFO.com, etc.
 - Paper also condensed into a Research Brief (Santora, J.C.), "Passing the

Baton: Does CEO Relay Succession Work Best?" Academy of Management Executive, 2004, 18(4): 157-159.

- [4] **Zhang, Y.** and Rajagopalan, N. 2003. Explaining New CEO Origin: Firm Versus Industry Antecedents, Academy of Management Journal, 46(3): 327-338.
- [3] Datta, D. K., Rajagopalan, N., and **Zhang, Y.** 2003. New CEO Openness to Change and Strategic Persistence: The Moderating Role of Industry Characteristics, British Journal of Management (Lead article, authorship alphabetically listed), 14(2): 101-114.
- [2] **Zhang, Y.** and Rajagopalan, N. 2002. Inter-Partner Credible Threat in International Joint Ventures: An Infinitely Repeated Prisoner's Dilemma Model, Journal of International Business Studies, 33(3): 457-478.
- [1] **Zhang, Y.** and Li, H. 2001. The Control Design and Performance in International Joint Ventures: A Dynamic Evolution Perspective, International Business Review, 10: 341-362.

ACADEMY OF MANAGEMENT (AOM) BEST PAPER PROCEEDINGS

[7] Li, H., Wu, J., and **Zhang, Y.** 2012. Bridging different worlds or stuck in the middle? The role of internationalization in product innovation of emerging market firms, Academy of Management Best Paper Proceedings, Boston, Massachusetts. A finalist for the International Management (IM) Division's GWU-CIBER Best Paper on Emerging Markets Award and a finalist for the IM Division's Skolkovo Best Paper Award.

[6] Li, H., **Zhang, Y.**, Zhou, L-A., and Zhang, WY. 2009. Performance differentials between returnee and home-grown entrepreneurs in China's high technology industries. Academy of Management Best Paper Proceedings, Chicago, Illinois.

[5] Wiersema, M. and **Zhang, Y.** 2008. CEO dismissal: The role of investment analysts as an external control mechanism, Academy of Management Best Paper Proceedings, Anaheim, California. This paper won the **Distinguished Paper Award** of the BPS division of the Academy of Management, Anaheim, California, August 2008.

- This paper was cited by Business Week and New York Times.

[4] **Zhang, Y.** 2006. Stock Market Reactions to Executive Oaths: The Signaling Role of CEO Backgrounds, Academy of Management Best Paper Proceedings.

[3] **Zhang, Y.** 2005. A Selection that Cannot Stand the Test: Succession Contexts and New CEO Dismissal, Academy of Management Best Paper Proceedings.

[2] Li, H. and **Zhang, Y.** 2002. Founding Team Comprehension and Behavioral Integration: Evidence from New Technology Ventures in China, Academy of Management Best Paper Proceedings.

- [1] Li, H., Atuahene-Gima, K., and **Zhang, Y.** 2000. How Does New Venture Strategy Matter in the Environment-Performance Relationship? Academy of Management Best Paper Proceedings.

NON-REFERRED JOURNAL PUBLICATIONS

- [5] Li, H., **Zhang, Y.** and Lyles, M. 2013. Knowledge spillovers, search, and creation in China's emerging market. Management and Organization Review, 9: 395-412.
- [4] **Zhang, Y.** and Rajagopalan, N. 2010. CEO succession planning: Finally at the center stage of the boardroom. Business Horizons, 53: 455-462. (Product number at Harvard Business School Press: BH400-PDF-ENG).
- [3] Rajagopalan, N. and **Zhang, Y.** 2009. Recurring failures in corporate governance: A global disease? Business Horizons, 52: 545-552. (Product number at Harvard Business School Press: BH356-HCB-ENG).
- [2] Rajagopalan, N. and **Zhang, Y.** 2008. Corporate governance reforms in China and India: Challenges and opportunities. Business Horizons, 51: 55-64. (Product number at Harvard Business School Press: BH264).
- [1] **Zhang, Y.** and Rajagopalan, N. 2006. Grooming for the Top Post and Ending the CEO Succession Crisis, Organizational Dynamics, 35(1): 96-105.

BOOKS

Lee, J. and **Zhang, Y.A.** 2021. Crossroad of Family Business in China: Succession and Transformation, World Scientific Publishing, Singapore.

Zhang, Y. 2020. 莱斯燕语之二 (Management Commentary by Professor Anthea Zhang at Rice University) (In Chinese), Tsinghua University Press, Beijing, China.

Lee, J. and **Zhang, Y.** 2017. 当传承遇到转型：中国家族企业发展路径图 (Succession and Transformation: The Road Map of Chinese Family Business) (In Chinese), Peking University Press, Beijing, China.

Zhang, Y. 2016. 莱斯燕语 (Management Commentary by Professor Anthea Zhang at Rice University) (In Chinese), Peking University Press, Beijing, China.

BOOK CHAPTERS

- [7] **Zhang, Y.A.** 2021 CEO succession. In I.M. Duhaime, M.A. Hitt and A.M. Lyles (Eds.), Strategic Management: State of the Field and Its Future. New York: Oxford University Press.

- [6] **Zhang, Y.** 2013. Moral hazard. In M. Augier and D.J. Teece (Eds.), **The Palgrave Encyclopedia of Strategic Management**.
- [5] Rajagopalan, N. and **Zhang, Y.** 2012. Corporate governance in India: Progress, Problems, and Prospects. In A. Rasheed and T. Yoshikawa (Eds.), **Convergence of Corporate Governance: Promise and Prospects**. Basingstoke: Palgrave Macmillan.
- [4] **Zhang, Y.** 2011. CEO leadership: A research agenda. In Carpenter, M. (Ed.), **The Handbook of Research on Top Management Teams**: Chapter 14: 375-396. Cheltenham, UK: Edward Elgar Publishing.
- [3] **Zhang, Y.** and Li, H. 2008. Theorizing China-related strategy research: Learning from review processes. In Chen, X., Tsui, A., and Farh, L. (Eds.), **Management Research Methods** (in Chinese): 441-454. Beijing: Peking University Press.
- [2] **Zhang, Y.** and Li, H. 2004. International Joint Venture Control: An Integrated Framework. In Prasad, B. and Ghauri, P. (Eds.), **Global Firms and Emerging Markets in the Era of Anxiety**: 147-169. London: Praeger.
- [1] **Zhang, Y.**, Rajagopalan, N., and Datta, D.K. 2001. Executive Characteristics, Compensation Systems and Firm Performance: Theoretical Model and Extension. In Zaccaro, S.J. and Klimoski, R. (Eds.), **Frontiers of Industrial and Organizational Psychology Series: The Nature of Organizational Leadership**: 270-301. San Francisco: Jossey-Bass.

TEACHING CASES

- [3] **Zhang, Y.A.**, Zhang, W.H., and Chen, Z. 2019. Orpea: Expanding to China. Ivey Publishing, Ivey Business School at Western University, Canada.
- [2] **Zhang, Y.** 2012. Founder succession at Midea Group (in Chinese and English), China Europe International Business School (CI-312-050).
- [1] **Zhang, Y.** 2012. NVC Lighting: Battle between founder and venture capitalist (in Chinese and English), China Europe International Business School (CI-313-020).

OTHER PUBLICATIONS

- [4] **Zhang, A.Y.** 2015. Four takeaways from recent health problems of high-profile CEOs. Houston Business Journal, October 27, 2015.
http://www.bizjournals.com/houston/morning_call/2015/10/4-takeaways-from-recent-health-problems-of-high.html
- [3] **Zhang, A.Y.**, Shaw, J.D. 2012. From the Editors—Publishing in *AMJ*—Part 5: Crafting the Methods and Results. *Academy of Management Journal*, 55(1): 8-12.

- [2] **Zhang, Y.** Lessons for executive women from Chinese boardrooms. *Forbes*, October 9, 2012. <http://www.forbes.com/sites/forbeswomanfiles/2012/10/09/lessons-for-executive-women-from-chinese-boardrooms/>
- This research was also profiled at the *Wall Street Journal* article of “China’s corporate women get little love at state firms”, <http://blogs.wsj.com/chinarealtime/2012/10/04/chinas-corporate-women-get-little-love-at-state-firms/>
- [1] **Zhang, Yan A.** 2010. It matters whether CEO is from inside or outside. *Houston Chronicle*, February 14, 2010: B10-B11.

CONFERENCE PAPER PRESENTATIONS

- [78] Zhang, H., Cui, V., **Zhang, Y.A.**, 2025. Dodging bullets: Overcoming the liability of co-ethnic employment amid geopolitical tensions. Presented at the Annual Conference of *Strategic Management Society*, San Francisco, California, October 2025.
- [77] Callahan, C., Zavyalova, A., **Zhang, Y.A.**, 2025. Celebrity-founders: From entertainers to organizational leaders. Presented at the Annual Conference of *Strategic Management Society*, San Francisco, California, October 2025.
- [76] **Zhang, Y.A.**, Wang, Y.D., & Dou, Q.B. 2025. Where to patent? Patent invalidation as an information cue. Presented at the Annual Meeting of the *Academy of Management*, Copenhagen, Denmark, July 2025.
- [75] **Zhang, Y.A.**, Li, Y. 2023. Examining the asymmetric imitation between state-owned enterprises and non-state-owned enterprises in their FDI location choices. Presented at the 43rd Annual Conference of Strategic Management Society, Toronto, Canada, September 2023.
- Nominated for the SMS Annual Conference Best Paper Prize.
- [74] Zheng, Q., **Zhang, Y.A.** 2023. Put on the spot! Does enrollment in carbon emission trade make firms greener (and better)? Presented at the 43rd Annual Conference of Strategic Management Society, Toronto, Canada, September 2023.
- [73] **Zhang, Y.A.**, Li, H., Zhuo, C., Wang, Y. 2023. Stigmatization in market for technology: The impact of patent invalidation on subsequent patent sales. Presented at the 83rd Annual Meeting of the Academy of Management, Boston, MA, August 2023.
- [72] **Zhang, Y.A.**, Li, Y. 2022. Get into uncharted waters: The asymmetric imitation between state-owned and non-state-owned firms in their FDI location choices.” Presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA, August 2022.

- [71] Chen, Z., **Zhang, Y.A.** 2022. Distant search, focused investing: An examination of CVC portfolio configuration.” Presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA, August 2022.
- [70] **Zhang, Y.A.**, Li, L., Li, J. 2021. Who is devaluing females in S&T entrepreneurship? The buffering role of token identity. Presented at the virtual Academy of Management annual conference, August 2021.
- [69] Chen, Z., **Zhang, Y.A.** 2020. Can CVC Investment Facilitate Acquisition of Ventures in Distant Technological Domains? Presented at the virtual SMS 40th Annual Conference, October 2020.
- [68] Callahan, C., **Zhang, Y.A.**, Zavyalova, A. 2020. Jump With a Safety Net: New CEOs Severance Pay and Firm Strategic Distinctiveness. Presented at the virtual SMS 40th Annual Conference, October 2020.
- [67] Chen, Z., **Zhang, Y.A.** Information Externality of CVC Investments: How Does It Affect Other Firms’ Acquisitions in Technology Industries? Accepted for presentation at the SMS Special Conference (the in-person conference was cancelled due to the Covid-19 pandemic), Berkeley, California, March 2020.
- [66] Kwon, Y.J., **Zhang, Y.A.**, Dude, What Did You Get from Your Parents? Learning by Investing in Industry Incumbents' Spinouts. Accepted for presentation at the Academy of Management Annual Conference (the in-person conference was cancelled due to the Covid-19 pandemic), Vancouver, BC, Canada, August 2020.
- [65] Liang, N., and **Zhang, Y.A.** Managing founder CEO succession: Lessons from Chinese entrepreneurs. Presented at the annual conference of the Academy of Management, Boston, MA, August 9-13, 2019.
- [64] Kang, Yungu, Zhu, D.H. and **Zhang, Y.A.**, Being extraordinary: How CEOs’ uncommon names explains their distinctive strategies. Presented at the annual conference of the Academy of Management, Boston, MA, August 9-13, 2019.
- [63] Yi, X.W., **Zhang, Y.A.**, and Windsor, D. Gain from your pain: Firm stock market reactions to competitor firms' early CEO dismissal. Presented at the annual conference of the Academy of Management, Chicago, IL, August 10-14, 2018.
- [62] Liu, B.L., Zhang, Y., and Lv, C.J. Unwanted outcomes of the “iron wrist:” Evidence from Chinese executive compensation regulation. Presented at the annual conference of the Academy of Management, Chicago, IL, August 10-14, 2018. Also presented at the annual conference of Strategic Management Society, Paris, France, September 22-25, 2018.
- [61] Wang, Y.D., Zhang, Y., and Chen, Z. Patents as collateral for loans: The informational role of citations. Presented at the annual conference of the Academy of Management, Chicago, IL, August 10-14, 2018. Also presented at the Strategic Management Society Oslo Special Conference, Oslo, Norway, June 7-9, 2018.

- [60] Zyung, D. and **Zhang, Y.** Who were getting “too-big-to-fail” in the financial crisis? Investigating the role of CEO cognitive complexity. Presented at Strategic Management Society annual conference, Houston, TX, October 27-31, 2017.
- [59] Gao, Y. and **Zhang, Y.** Does time matter? Giving timing and corporate financial performance in a disaster relief. Presented at the Academy of Management annual meeting, Atlanta, GA, August 4-8, 2017.
- [58] Li, Y., **Zhang, Y.**, and Shi, W. Exploring the differential impact of geographic and cultural distances in FDI location choices. Presented at the Academy of Management annual meeting, Atlanta, GA, August 4-8, 2017.
- [57] Li, W. **Zhang, Y.**, and Li, X. Symbolism in regulatory compliance in an emerging market: The case of independent director appointments in China’s public-listed companies. Presented at the Academy of Management annual meeting, Anaheim CA, August 5-9, 2016. Presented at the Strategic Management Society annual meeting, Berlin, Germany, September 17-20, 2016.
- [56] **Zhang, Y.** Female corporate leadership in China’s public listed companies, presented at the Symposium of “Women executives & directors: Advances and challenges,” chaired by Marie L. Mors and Margarethe Wiersema, the Strategic Management Society annual meeting, Berlin, Germany, September 17-20, 2016.
- [55] Yi, X., **Zhang, Y.**, and Windsor, D. How do newly appointed CEOs use influence tactics to manage the leadership transition process? Presented at the Academy of Management annual meeting, Anaheim CA, August 5-9, 2016.
- [54] Yi, X., **Zhang, Y.A.**, and Wiersema, M. Who stays? The moderating role of past performance on executive turnover following misconduct. Presented at the Academy of Management annual meeting, Vancouver, British Columbia, Canada, August 7-11, 2015.
- [53] Ding, Y., Shen, Y., **Zhang, Y.A.**, and Zhang, H. Jump off before the ship sinks: Independent director departures in China’s listed companies. Presented at the 11th Workshop on Corporate Governance and has selected as the Best Paper presented at the Workshop, European Institute for Advanced Studies in Management, St Gallen, Switzerland, October 27-28, 2014. A revised version was presented at the Academy of Management annual meeting, Vancouver, British Columbia, Canada, August 7-11, 2015.
- [52] **Zhang, Y.** and Qu, H. Gender effects or gender change effects: Investigating the impact of successor CEO’s gender on performance of China’s public-listed companies in 1997-2010. Presented at Academy of Management annual conference, Philadelphia, August 2014.
- [51] **Zhang, Y.** and Wiersema, M. The power of words in capital markets (All-Academy Theme Symposium). Presented at Academy of Management annual conference, Philadelphia, August 2014.

- [50] Jin, J., **Zhang, Y.** and Hoskisson, R. The effect of stock option backdating on CEO risk taking: Are CEOs more aggressive or more conservative? Presented at Academy of Management annual conference, Philadelphia, August 2014.
- [49] Zyung, D., Sanders, G., and **Zhang, Y.** 2014. The effects of CEO over(under)pay and relative performance on firm strategic behaviors. Presented at Strategic Management Society annual conference, Madrid, Spain.
- [48] **Zhang, Y.**, Yi, X., and Li, H. Challenging A Lion: Relative Status and Stock Market Reactions to Patent Litigation Announcements. Presented at Strategic Management Society (SMS) annual conference, Atlanta, Georgia, September 2013.
- [47] Li, H., Yi, X., **Zhang, Y.**, and Cui, G. Do inward activities lead to outward activities: Evidence from China's emerging market? Presented at Strategic Management Society (SMS) annual conference, Prague, Czech Republic, October 2012.
- [46] Li, H., Wu, J., and **Zhang, Y.** Bridging different worlds or stuck in the middle? The role of internationalization in product innovation of emerging market firms. Presented at the Academy of Management annual meeting, Boston, August 2012, and is included in the Academy of Management Best Paper Proceedings.
- [45] **Zhang, Y.** Li, H., and Li, Y. FDI spillovers over time: The effects of foreign firms' entry pattern, intangible assets, and location choices. Presented at Academy of Management annual meeting, San Antonio, August 2011.
- [44] Li, H., Wu, J., & **Zhang, Y.** Does emerging market firms' internationalization facilitate their product innovation? Evidence from China. Presented at Strategic Management Society annual meeting (Nominated for the Best Conference Paper Award), Miami, November 2011. Also presented at the 2012 Strategic Management Society Special Conference in Singapore, June 2012 and International Association of Chinese Management Research (IACMR) biannual conference in Hong Kong, June 2012.
- [43] **Zhang, Y.** Strategic Management Society (SMS) Emerging Scholar Award 2010 Winner Special Session: "Research on Strategy and Strategic Leadership in Emerging Markets: Opportunities and Challenges." Strategic Management Society annual meeting, Rome, Italy, September 2010.
- [42] **Zhang, Y.**, Li, H., and Li, Y. The role of foreign-invested firms' age and location distributions in knowledge diffusion in an emerging market—A longitudinal study. Presented at Strategic Management Society annual conference, Rome, Italy, September 2010.
- [41] Wiersema, M. and **Zhang, Y.** Executive turnover in the stock option backdating wave: When a firm gets implicated makes a difference. Presented at Academy of Management annual meeting, Montreal, Canada, August 2010. Presented at Strategic Management Society annual conference, Rome, Italy, September 2010.
- [40] Li, H., **Zhang, Y.**, and Zhou, L-A. Performance differentials between returnee and home-grown entrepreneurs in China's high technology industries. Presented at the 6th

West Coast Research Symposium on Technology Entrepreneurship & 10th Anniversary Stanford Technology Ventures Program, Stanford University, September 2008.
Presented at the Academy of Management Annual Meeting, Chicago, Illinois, August 2009 and included in the conference's Best Paper Proceedings.

- [39] **Zhang, Y.**, Li, H., Li, Y., and Zhou, L.A. FDI spillovers and domestic firm productivity in an emerging market: The role of competition among FDIs. Presented at the Academy of Management annual meeting, Anaheim, California, August 2008.
- [38] Wiersema, M., and **Zhang, Y.** CEO dismissal: The role of investment analysts as an external control mechanism. Presented at the Academy of Management annual meeting, Anaheim, California, August 2008 (It won the distinguished paper award of the BPS division of the Academy of Management and was included in the Academy's Best Paper Proceedings). Presented at the Strategic Management Society annual meeting, Cologne, Germany, October 2008.
- [37] Kavadis, N., Wiersema, M.F., and **Zhang, Y.** Corporate diversification and CEO dismissal: The impact of CEO and board attributes. Presented at the Strategic Management Society annual meeting, Cologne, Germany, October 2008.
- [36] Holcomb, T.R., Connelly, B.L., Certo, S.T., and **Zhang, Y.** Contrast in CEO succession and evaluation. Presented at the Academy of Management annual meeting, Anaheim, California, August 2008.
- [35] **Zhang, Y.**, H. Li, and C. B. Schoonhoven. Love thy neighbor? Inter-Community Relationships in China's High-Technology Industries 1988-2000. Presented at Strategic Management Society Annual Meeting, San Diego, California, October 2007. Presented at the 1st Greif Research Symposium, University of Southern California, March 2008. Also accepted for presentation at the Cornell-McGill Conference on Institutions and Entrepreneurship, Ithaca, New York, July 2007.
- [34] Shen, W. and **Zhang, Y.** (Both authors equally contribute to the paper). Pay You to Be My Friends: Dividend Payouts as a Shareholder Management Strategy in Chinese Publicly Listed Companies 1998-2002. Presented at the Academy of Management Annual Meeting, Philadelphia, PA, August 2007.
- [33] Li, H., Schoonhoven, C.B., and **Zhang, Y.** Local Resources and Growth of Industrial Communities: Evidence from China's National Technology Development Zones 1988-2000. Presented at the Academy of Management Annual Meeting, Philadelphia, PA, August 2007.
- [32] **Zhang, Y.** (with Shen, W.) Chairing the panel of "Strategic Leadership and Corporate Governance in China's Emerging Market", the **Strategic Management Society** Special Conference on "China Strategies", Shanghai, China, May 2007.
- [31] **Zhang, Y.** and Y. Li. CEO Succession Frequency and Entrepreneurial Orientation in Chinese Firms: The Moderating Role of Corporate Governance. Presented at the **Strategic Management Society** Special Conference on "China Strategies," Shanghai, China, May 2007.

- [30] **Zhang, Y.** and Li, Haiyang “Ties with service intermediaries and product innovation: Evidence from Chinese new technology ventures.” Presented at Asian Academy of Management conference, Tokyo Japan, December 2006.
- [29] **Zhang, Y.** Stock Market Reactions to Executive Oaths: The Signaling Role of CEO Backgrounds. Presented at the Academy of Management Annual Meeting, Atlanta, Georgia, August 2006. **Academy of Management Best Paper Proceedings.**
- [28] Li, Y., **Y. Zhang, H. Guo**, and Y. Liu. The Relationships Among Leadership Change Frequency, Entrepreneurial Orientation and Firm Performance. Presented at the Academy of Management Annual Meeting, Atlanta, Georgia, August 2006.
- [27] Li, H. and **Zhang, Y.** The role of managers’ political networking and functional experience in new venture performance: Evidence from China’s transition economy. Presented at Academy of International Business annual conference, Beijing, China, July 2006.
- [26] **Zhang, Y.**, H. Li, and C. B. Schoonhoven. Exploring the Relationship Between Geographic Proximity and Growth in China’s Technology Development Zones – Implications for National Technology Development. Presented at the Second Conference of International Association for Chinese Management Research (IACMR), Nanjing, China, June 2006.
- [25] **Zhang, Y.** Why are New CEOs Dismissed? – The Effect of Succession Contexts. Presented at the Strategic Management Society Annual Meeting, Orlando, Florida, October 2005.
- [24] **Zhang, Y.** A Selection that Cannot Stand the Test: Succession Contexts and New CEO Dismissal. Presented at the Academy of Management Annual Meeting, Honolulu, Hawaii, August 2005. **Academy of Management Best Paper Proceedings.**
- [23] **Zhang, Y.** Management Localization in MNC Overseas Subsidiaries. Presented at the symposium titled “Strategy in Chinese Firms: Institutional Antecedents, Processes and Outcomes” (organized by Wang, H.L. and Young, M.N.) at the Academy of Management Annual Meeting (BPS division, OMT division, and IM division), Honolulu, Hawaii, August 2005.
- [22] Li, H., C. B. Schoonhoven, and **Y. Zhang.** Growth of Entrepreneurial Clusters: New Technology Development Zones in China: 1988-2000. Presented at the symposium titled “Regional Perspectives on Entrepreneurship & Innovation: Identity, Networks, & Chinese Technology Development Zones” (organized by Schoonhoven, C.B. and Woolley, J. L.), at the Academy of Management Annual Meeting (ENT division), Honolulu, Hawaii, August 2005.
- [21] **Zhang, Y.**, H. Li, M. Hitt, and G. Cui. R&D Intensity of International Joint Ventures in an Emerging Market: Evidence from China. Presented at the Second Annual JIBS (Journal of International Business Studies) Paper Development Workshop, Quebec City, Canada, July 2005.

- [20] Li, H. and **Y. Zhang**. Technology Innovation Strategies, Strategic Flexibility and Performance in Chinese Technology Ventures. Presented at the Academy of International Business Annual Meeting, Quebec City, Canada, July 2005.
- [19] **Zhang, Y.**, J. M. George, and T. S. Chan. Turnover Intentions of Local Senior Executives in MNC Overseas Subsidiaries. Presented at Academy of Management Annual Meeting, New Orleans, August 2004.
- [18] Li, H., **Y. Zhang**, G. Cui, and T. S. Chen. Effective Implementation of Management Localization Practice in MNC Overseas Subsidiaries: An Agency Perspective. Presented at Academy of International Business Annual Meeting, Stockholm, Sweden, June 2004.
- [17] **Zhang, Y.** Relay CEO Succession Planning: Impact on Strategic Change and CEO Turnover. Presented at Strategic Management Society Annual Meeting, Baltimore, Maryland, October 2003. **Finalist for McKinsey/Strategic Management Society Best Conference Paper Prize.**
- [16] Li, H. and **Y. Zhang**. Problem Perceptions and Strategic Choices in Chinese New Technology Ventures. Presented at Strategic Management Society Annual Meeting, Baltimore, Maryland, October 2003.
- [15] Li, H. and **Y. Zhang**. The Contingency Value of Entrepreneurship Orientation Posture in Technology Based New Venture in China. Presented at Academy of Management Annual Meeting, Seattle, August 2003.
- [14] **Zhang, Y.** and N. Rajagopalan. Strategic Change Across CEO Tenure: The Impact on Organization Performance and CEO Turnover. Presented at Academy of Management Annual Meeting, Seattle, August 2003.
- [13] **Zhang, Y.**, H. Li, and G. Cui. Technology Innovation Propensity of International Joint Ventures in an Emerging Economy. Presented at Academy of International Business Annual Meeting, Monterey, California, June 2003. **Finalist for Haynes Prize and Finalist for AIB Best Paper Award.**
- [12] **Zhang, Y.** and H. Li. Collaboration with Service Intermediaries, Technological Innovation and Performance in Chinese New Technology Ventures. Presented at the second annual conference of New York Innovation Research Network (NTIRN), New York University Stern School of Business, New York, May 2002. Presented at Strategic Management Society Annual Meeting, Paris, France, September 2002. Presented at the Inaugural Conference of International Association for Chinese Management Research (IACMR). Beijing, China, June 2004. **Finalist for Best Paper in Macro Management Award.**
- [11] Li, H. and **Y. Zhang**. Founding Team Comprehension and Behavioral Integration: Evidence from New Technology Ventures in China. Presented at Academy of Management Annual Meeting, Denver, August 2002. **Academy of Management Best Paper Proceedings.**

- [10] **Zhang, Y.** and H. Li. Capability Development and IJV Performance in China's Transitional Economy. Presented at Academy of Management Annual Meeting, Denver, August 2002. Also presented at Organization Science Special Issue Conference on Corporate Transformations in the People's Republic of China, Beijing, China, July 2002.
- [9] **Zhang, Y.** and N. Rajagopalan. When Firms do not Designate Heirs Apparent: Understanding the Role of Organizational Adaptation, Power and Managerial Labor Markets. Presented at Academy of Management Annual Meeting, Denver, Colorado, August 2002.
- [8] Rajagopalan, N., **Y. Zhang**, and D. K. Datta. New CEO Selection under Conditions of Incomplete Information: Strategic Contingency or Isomorphism? Presented at the Academy of Management Annual Meeting, Washington D.C, August 2001.
- [7] **Zhang, Y.** and H. Li. Partners' Credible Threat in the International Joint Venture Game – A Game Theoretic Approach to the Control-Performance Relationship. Presented at the Academy of Management Annual Meeting, Toronto, Canada, August 2000.
- [6] Datta, D.K., N. Rajagopalan, and **Y. Zhang**. CEO Succession: Empirical Relationships Between CEO Dynamism, Strategic Change and Industry Characteristics. Presented at the Academy of Management Annual Meeting, Toronto, Canada, August 2000.
- [5] Li, H., K. Atuahene-Gima, and **Y. Zhang**. How Does New Venture Strategy Matter in the Environment-Performance Relationship? Presented at the Academy of Management Annual Meeting, Toronto, Canada, August 2000. **Academy of Management Best Paper Proceedings.**
- [4] **Zhang, Y.** Design and Performance in International Joint Ventures: A Dynamic Evolution Perspective. Presented at the Academy of Management Annual Meeting, Chicago, Illinois, August 1999.
- [3] Li, H. and **Y. Zhang**. Dynamic Designs of International Joint Ventures: Empirical Evidence from Chinese-Japanese Cases. Presented at the Academy of Management Annual Meeting, San Diego, California, August 1998.
- [2] Rajagopalan, N., D. K. Datta, and **Y. Zhang**. Firm Strategy, CEO Characteristics and Firm Performance: The Moderating Role of Managerial Discretion. Presented at Strategic Management Society Annual Meeting, Orlando, Florida, 1998.
- [1] **Zhang, Y.** Determination and Change of General Manager Affiliation in International Joint Ventures. Presented at the Academy of International Business meeting, Leeds, UK, 1997.

INVITED PRESENTATIONS AT OTHER UNIVERSITIES

Universities in the U.S.

Smeal College of Business, Penn State University, April 2023.

School of Business, George Washington University, April 2023.

Katz Graduate of Business, University of Pittsburg, October 2022.

Naveen Jindal School of Management, The University of Texas at Dallas, April 2022.

Department of Management & Organization, Mendoza College of Business, University of Notre Dame, February 2020.

Department of Managerial Science, Robinson College of Business, Georgia State University, April 2019.

Strategy Department and International Business Department, College of Business, University of Illinois at Urbana-Champaign, February 2015.

Emerging Market Research Centre, Northeastern University, April 2014.

Marshall School of Business, University of Southern California, April 2012.

Paul Merage School of Business, University of California at Irvine, April 2012; December 2008.

School of Management, George Mason University, March 2012.

Sam Walton College of Business, University of Arkansas, September 2007.

Department of Management, Texas A&M University, November 2002.

Universities in Europe:

Management Department, ESSEC Business School, October 2024.

Department of Strategy and Entrepreneurship, BI Norwegian Business School, October 2024.

Saïd Business School, University of Oxford, United Kingdoms, November 2024.

Business School, Durham University, November 2024.

SKEMA Business School - French Riviera Campus, November 2024.

Institute for Organization Design, Vienna University of Economics and Business, Vienna, Austria, December 2023.

Institute of Management & Strategy, University of St. Gallen, Switzerland, June 2023.

Department of Management and Technology, University of Bocconi, Milan, Italy, May 2021 (online).

Centre for Corporate Governance, Copenhagen Business School, Copenhagen, Denmark, July 2012; June 2010.

IE Business School, Madrid, Spain, July 2012.

EPFL School of Business, Lausanne, Switzerland, June 2012.

Centre for Advanced Management Studies, University of Munich, Munich, Germany, May 2010.

Universities in Australia:

Faculty of Business and Economics, University of Melbourne, July 2014.

Australian School of Business, University of New South Wales, June 2011.

Department of Management, Australian National University, June 2011.

Department of International Business, University of Sydney, May 2011.

Universities in Asia:

Graduate School of Management, Kyoto University, November 2025.

Graduate School of Business and Finance, Waseda University, November 2025.

Faculty of Business Administration, the University of Macau, Macau, November 2025.

School of Business, the Heng Seng University of Hong Kong, Hong Kong, October 2025.

Business School, Korea University, Seoul, Republic of Korea, July 2024.

Graduate School of Business, Seoul National University, Seoul, Republic of Korea, March 2021 (online).

Centre for Governance, Institutions and Organization, National University of Singapore Business School, August 2012.

Faculty of Business and Economics, University of Hong Kong, June 2010, April 2022, June 2023, June 2024.

Chinese University of Hong Kong, June 2010, June 2024.

School of Business, Hong Kong Polytechnic University, July 2009.

Department of Management of Organizations, Hong Kong University of Science and Technology, June 2007.

School of Business, University of International Business and Economics, December 2021 (online).

School of Economics and Management, Tsinghua University, Beijing, China, June 2022 (online), June 2021 (online), June 2020 (online), June 2019, July 2018, July 2017, June 2014, May 2013, and June 2007.

School of Business, Nankai University, Tianjin, China, July 2017, December 2018.

School of Management, Sun Yen-Sen (Zhongshan) University, Guangzhou, China, July 2018, June 2017, June 2011, July 2010, and June 2009.

Lingnan College, Sun Yen-Sen (Zhongshan) University, Guangzhou, Guangdong, June 2017.

School of Management, Harbin Institute of Technology, Harbin, Heilongjiang Province, July 2016.

China-Europe International Business School (CEIBS), Shanghai, China, October 2011, and July 2011.

Guanghua School of Management, Peking University, July 2018, November 2012, and September 2009.

School of Business, Renmin University, Beijing, China, June 2014.

School of Management, Xi'an Jiaotong University, Xi'an, Shaanxi Province, China, June 2014, July 2013, July 2012, and June 2004.

School of Management, Fudan University, Shanghai, China, June 2017, June-July 2016, June-July 2015, April 2013, June 2012, June 2011, and December 2008.

School of Business, Nanjing University, Nanjing, China, July 2013, March 2013, June 2011, September 2009, December 2008, and July 2008.

School of Management, Zhejiang University, Hangzhou, Zhejiang Province, China, June 2014, March 2013, and November 2012.

School of Business, University of Electronic Science and Technology of China, Chengdu, Sichuan Province, China, October 2012.

School of Management, Jilin University, Changchun, Jilin Province, China, April 2013.

INVITED PRESENTATIONS AT ACADEMIC CONFERENCES

Speaker, Encore! Gaining editors' perspectives on publishing in entrepreneurship and strategy journals. Strategic Management Society annual conference, San Francisco, October 2025.

Panelist, International Management Division Junior Faculty Consortium, the Academy of Management annual meeting, Copenhagen, Denmark, July 2025.

Panelist, "Do's and Don'ts for Visibility in the Scientific Career – Learning from Women Scholars," the Academy of Management annual meeting, Copenhagen, Denmark, July 2025.

Symposium presenter: "Novel Insights on the Impact of CEO Gender on Managerial Discretion," the Academy of Management annual meeting, Copenhagen, Denmark, July 2025.

Panelist, "The Impact of Technology on Value Creation," the Annual Meeting of Strategic Management Society, Istanbul, Turkey, October 2024.

Panelist, "Blind spots in the boardroom: Causes, consequences, contingencies, and (possible) cures," the Annual Meeting of Strategic Management Society, Istanbul, Turkey, October 2024.

Panelist, "Gaining Editors' Perspectives on Publishing in Entrepreneurship and Strategy Journals," the Annual Meeting of Strategic Management Society, Istanbul, Turkey, October 2024.

Panelist, Strategic Management Division (STR) Junior Faculty Consortium, the Academy of Management annual conference, Chicago, IL, August 2024.

Panelist, International Management Division Meet the Editors Session, the Academy of Management annual conference, Chicago, IL, August 2024.

Panelist, "How to Succeed in the PhD Admissions Process: A Consortium for Pre-Doctoral Students," the Academy of Management annual conference, Chicago, IL, August 2024.

Symposium presenter, "Diversity, Equity, and Inclusion Practices: Unveiling the Unforeseen Outcomes," the Academy of Management annual conference, Chicago, IL, August 2024.

Panelist, AIB Junior Faculty Consortium, the Annual Conference of the Academy of International Business, Seoul, South Korea, July 2024.

Panelist, Pre-Doctoral PDW: Defining Your Research Interests, the Academy of Management annual conference, Boston, MA., August 2023.

Panelist, International Management Division Doctoral Student Consortium, the Academy of Management annual conference, Boston, MA., August 2023.

Panelist, “Publishing Opportunities in the Journal of International Business Studies: Tips and Trends from Area Editors,” a Webinar co-hosted by the CIBERs of Michigan State University and Texas A&M University, November 2022.

Panelist, “Value creation and appropriation in the post-pandemic era,” the Academy of Management annual conference, Seattle, WA, August 2022.

Panelist, “Shareholders and governance: The role of institutional investors, family owners, and activism,” the Academy of Management annual conference, Seattle, WA, August 2022.

Panelist, “Research frontiers in top management teams and institutional contexts,” the Academy of International Business annual conference, Miami, FL, July 2022.

Presented at International Association of Chinese Management Research (IACMR) Distinguished Macro Speakers series, August 24, 2022.

Senior faculty advisor, STR Junior faculty paper development workshop, the virtual Academy of Management annual conference, August 2021.

Panelist, PDW “I’m speaking: Understanding gender experience in academia,” the virtual Academy of Management annual conference, August 2021.

Senior faculty advisor, Junior faculty workshop, the virtual Strategic Management Society (SMS) 40th annual conference, October 2020.

Faculty advisor, Doctoral workshop, the virtual Strategic Management Society (SMS) 40th annual conference, October 2020.

Senior faculty advisor, STR junior faculty paper development professional development workshop (PDW), Strategic Management (STR) Division, Academy of Management annual conference, Boston, MA, August 2019.

Panelist, Psychological perspectives on strategy professional development workshop (PDW), Strategic Management (STR) Division, Academy of Management annual conference, Boston, MA, August 2019.

Speaker, China Center for Economic Research (CCER) Summer Institute, Peking University, China, June 2019.

Discussant, Mitsui Symposium, Ross School of Business, the University of Michigan, October 2019.

Speaker, “Family business research,” Strategic Management Society annual conference EDHEC extension, Paris, France, September 2018.

Speaker, Professional development workshop on “Publishing Research in Strategic Management: Framing a Paper,” the Academy of Management annual conference, Chicago IL, August 2018.

Speaker, Professional development workshop on “How to write good theories,” the Academy of Management annual conference, Chicago IL, August 2018.

Speaker, International Business Division’s “Thought leadership cafe,” the Academy of Management annual conference, Chicago IL, August 2018.

Speaker, Guanghai Organization, Strategy and Society (OSS) Research Workshop, July 2018, Beijing, China.

Speaker, Junior strategy faculty professional development workshop, bi-annual conference of International Association of Chinese Management Research, June 2018, Wuhan, China.

Faculty advisor to doctoral workshop, Strategic Management Society (SMS) Special Conference on “Collaborative strategies: New thinking about alliances, mergers, and acquisitions,” San Jose, Costa Rica, December 2017.

Panelist, Mid-career faculty development workshop, Business Policy and Strategy (BPS) Division, Academy of Management annual conference, Atlanta, Georgia, August 2017.

Invited to present at the 2016 SMS Emerging Scholar Special Session, “Thoughts on corporate governance and strategic leadership in emerging markets,” Strategic Management Society annual meeting, Berlin, Germany, September 17-20, 2016.

Panelist, Mid-career faculty development workshop, Business Policy and Strategy (BPS) Division, Academy of Management annual conference, Anaheim CA, August 2016.

Panelist, Micro Meets Macro Management Conference, Arizona State University’s W. P. Carey School of Business, Tempe, Arizona, February 25-26, 2016.

Panelist, Mid-career faculty development workshop, Business Policy and Strategy (BPS) Division, Academy of Management annual conference, Vancouver, BC Canada, August 2015.

Faculty Advisor, 12th Atlanta Competitive Advantage Conference Research Development Workshop, May 18-19, 2015, Atlanta, Georgia.

Senior Faculty Advisor, Mid-career faculty consortium, Business Policy and Strategy (BPS) Division, Academy of Management annual conference, Philadelphia, August 2014.

Senior Faculty Advisor, Junior faculty paper development workshop, Business Policy and Strategy (BPS) Division, Academy of Management annual conference, Philadelphia, August 2014.

Keynote panel organizer, chair, and discussant, “Corporate Governance in the Era of Globalization.” International Association of Chinese Management Research, June 2014, Beijing, China.

Panelist, Professional Development Workshop (PDW), “Professional Writing Means Professional Thinking: How to write quality manuscript”, International Association of Chinese Management Research, June 2014, Beijing, China.

Panelist, Doctoral Consortium, International Association of Chinese Management Research, June 2014, Beijing, China.

Invited speaker, “Upper Echelon Research: The Next 15 Years,” Upper Echelon Research Conference, Penn State University, May 2014.

Panelist, “Publishing Strategic Management Research,” Strategic Management Society (SMS) Annual Conference, Atlanta, Georgia, September 2013.

Panelist, “Individuals and Teams at the Top of the Firm – Current and Emerging Topics,” Strategic Management Society (SMS) Annual Conference, Atlanta, Georgia, September 2013.

Faculty advisor, Doctoral student workshop, West Coast Technology Symposium, September 2013, University of Washington, Seattle, Washington.

Distinguished speaker, “Leveraging India and China, to Inform the World”, Professional Development Workshop, Academy of Management Annual Meeting, Orlando Florida, August 2013.

Senior faculty advisor, BPS division’s Junior Faculty Workshop - Paper Development Workshop, Academy of Management Annual Meeting, Orlando, Florida, August 2013.

Distinguished speaker, “Leveraging India and China, to Inform the World”, Professional Development Workshop, Academy of Management Annual Meeting, Boston, August 2012.

Invited to present at Strategic Management Society (SMS) Conference extension workshop at University of Miami, November 9, 2011, Miami, Florida.

Invited to present at the China-Europe International Business School (CEIBS) conference on “Perspectives on Management and Strategy in China,” Shanghai, China, October 26, 2011.

Editor Panelist (Representing AMJ): IM Division's "Meet the Editors" panel, the Academy of Management annual meeting, San Antonio, August 2011.

Faculty Panelist: “Meets East- Enlightening, Balancing and Transcending.” Professional Development Workshop (PDW) of the OMT and ENT Divisions, the Academy of Management annual meeting, San Antonio, August 2011.

Faculty Panellist: Strategy Management Society pre-conference writing workshop, Corporate Strategy and Governance Interest Group, September 12, 2010, Rome, Italy.

Invited to present at the Strategy Symposium on Emerging Markets at the Jones Graduate School of Business, Rice University, on April 30, 2010.

Invited to present at the 1st Duke Strategy Conference, Fuqua School of Business, Duke University, April 2008.

Invited to present at the 1st Greif Entrepreneurship Research Symposium, Marshall School of Business, University of Southern California, March 2008.

Invited to present at BYU-INSEAD Executive Leadership Conference: “CEO Certification and Shareholder Reaction: The Signaling Role of CEO Backgrounds,” Salt Lake City, Utah, March 2006.

Faculty Panelist: Doctoral Student Consortium, the International Business Division of the Academy of Management Annual Meeting, August 2005, Honolulu, Hawaii.

Faculty Panelist: Professional Develop Workshop on “New Venture Growth Strategies in China’s High Technology Industries.” Academy of Management Annual Meeting, August 2004, New Orleans, Louisiana.

Faculty Panelist: Doctoral Student Consortium, the Inaugural Conference of International Association for Chinese Management Research (IACMR). Beijing, China, 2004.

KEYNOTE SPEECHES AND INVITED PRESENTATIONS TO PRACTITIONERS

Keynote Speaker, delivered a speech on “Female leadership in maritime operations” (online) to a group of female leaders of Women in Maritime Operations (WIMOS), June 2025.

Keynote Speaker, delivered a speech on “Women in venture investing” to a group of 250+ participants of Houston Angel Network (HAN) luncheon, May 2025.

Keynote Speaker, delivered a “Last Lecture” at Jones School 2025 Alumni Reunion, April 2025.

Keynote Speaker, delivered a speech on “CEO succession: New phenomena and new research questions” at the 14th EIASM Workshop on TMT and Business Strategy Research at the Faculty of Economics and Business, the University of Groningen, Groningen, Netherland, March 2025.

Keynote Speaker, delivered a speech on “Women in corporate leadership” at Rice Business Leadership Society luncheon, February 2025.

Keynote speaker, “From isolation to integration in the C-suite: Consolidating our gains in strategic leadership research.” Strategic Management Society (SMS) Special Conference, Las Vegas, Nevada, March 2019.

Keynote speaker, Research symposium on “20 Years of Chinese Companies Corporate Governance Research and Practices,” Tianjin, China, December 2018.

Keynote Speaker, Deliberate leadership: Forging your path with purpose. Women in Leadership Conference 2018, Jones Graduate School of Business, Rice University, February 2018.

Keynote speaker, the 9th International Symposium on Corporate Governance on “Green Governance and Governance Transformation.” School of Business, Nankai University, Tianjin, China, July 2017.

Speaker: 1st Annual Rice Women Executives Forum, Jones Graduate School of Business, Rice University, June 11, 2015.

Keynote speaker, The Eighth International Conference on Entrepreneurship and Family Business, hosted by Sun Yat-Sen University Business School, November 2012.

Keynote speaker: delivered a speech on “MNCs in China: Challenges and Opportunities” to a group of multinational companies (MNCs) executives at Kerry Hotel’s Century Club, Shanghai, China, October 2012.

Keynote speaker: delivered a speech on “Executives and executive turnover in China’s publicly-listed companies” to a group of executive search consultants from the leading search firms such as Heidrick & Struggles and Korn/Ferry International, senior HR executives, as well as leading business professionals, organized by the Association of Executive Search Consultants (www.aesc.org), November 2013.

Panelist: Rice Business Forum on Emerging Markets. Jones Graduate School of Business, Rice University on December 16, 2011.

Invited speaker: “China’s manufacturing edge: Aggregating knowledge to drive innovation.” Jones Partner Roundtable Series, December 7, 2011.

Panelist: “Entrepreneurs: Be a Success at Starting Your Own Business or Becoming a Franchisee,” the National Summit of the Center for Asian Pacific American Women (CAPAW), September 23, 2011.

Panelist: Rice Business Forum on Emerging Markets, the Jones Graduate School of Business, Rice University on December 17, 2010.

Panelist: “How to market yourself for new job opportunities and career changes?” The Diversity Summit, Houston, Texas, May 1, 2009.

Invited speaker: “The Economic Crisis: Is Poor Corporate Governance to Blame?” Rice Alumni College, March 14, 2009.

Invited speaker: the 3rd Merger and Acquisition Conference, Shanghai, China, July 2008.

Chair Executive Forum “The Path to Success is Global,” at the 18th Annual Conference of the National Society of Hispanic MBAs (NAHMBA), October 2007, Houston Texas.

Faculty panelist: Workshop on “Building a balanced research-centered academic career”, Philadelphia, August 2007.

Faculty panelist: Harvard Law School’s Annual APALSA (Asian Pacific American on Law and Public Policy) Conference, Boston, March 2007.

Invited to present at the Roundtable Discussion on “Learning and Growth of New Technology Ventures in China’s High Technology Industries: Domestic Ventures vs. Foreign Entrants”, at the 2nd Conference on “China-U.S. Relations: Trade, Diplomacy, and Research”, November 14-17, 2005, Beijing, China.

Invited to present to Jones School Council of Overseers, “CEO Succession: An Empirical Inquiry,” April 6, 2005.

Invited speaker: “Outsourcing to China and India and its Implications for American Companies”, Jones Graduate School Partners Thought Leadership Series, Rice University, February 23, 2005.

Invited speaker: “Growth of India and China and its Impact on the American Workforce”, Annual Fall Event of the Houston Alumni Chapter of Beta Gamma Sigma, Houston, Texas, October 20, 2004

Invited speaker: “Management Localization in Foreign Direct Investment in China”, Jones Partner Breakfast, Jones Graduate School of Management, Rice University, March 2004.

Invited speaker: “Turnover Intentions of Local Senior Executives in MNCs’ Subsidiaries in China”, invited to present at National Foreign Trade Council’s (NFTC) 3rd Annual International Human Resources Management Conference, February 10-11, 2004, Houston, Texas.

Invited speaker: “Growth of High Technology Zones in China: 1991-2000”, at the 1st Conference on “China-U.S. Relations: Past, Present, and Future.” November 5-8, 2003, College Station, Texas, USA.

Invited speaker: “Corporate Social Responsibility and Competitive Advantage – A Global Perspective”, at BP’s Senior Leadership Program – Leadership Enrollment and Alignment Program (LEAP), Houston, Oct 28-30, 2003.

MEDIA RELEASES

“Patents as loan collateral can help businesses meet financial needs,” press release by Rice University, December 3, 2021.

“CEOs with uncommon names tend to implement unconventional strategies,” press release by Rice University, September 9, 2020.

“Companies must weigh geographic, cultural distances,” press release by Rice University, December 2019.

“New CEOs can raise their social game to keep their jobs,” press release by Rice University, October 2019.

“In times of scandal, corporations are likely to use others’ misconduct to justify their behavior”, press release by Rice University, February 1, 2012.

“CEO's fate in hands of external constituents”, press release by Rice University, September 29, 2010.

“Study: Companies better off hiring CEO from within in the long term,” press release by Rice University, January 20, 2010.

“Rice research: Which is better – a CEO from the inside or outside?” by the Jesse H. Jones Graduate School of Business, Rice University, November 2009.

“How Chinese firms benefit from the diversity of foreign direct investment” by Rice University, October 2009.

“Why heads roll: Analysts and their role in CEO dismissals,” by the Jesse H. Jones Graduate School of Management, Rice University, December 2, 2008.

“Information asymmetry and the dismissal of newly appointed CEOs,” by the Strategic Management Society, August 28, 2008.

“Analysts’ influence on CEO dismissals increased after dot-com scandals: study,” by the Academy of Management, August 4, 2008.

“Firms that are apt to recruit an outsider as CEO are those most likely to benefit from an heir apparent,” by the Academy of Management and Reuters, September 22, 2004.

Research@Rice: “An increasing number of CEOs are exiting their positions prematurely...” January 2008.

Research@Rice: “Hiring a New CEO? Pick the Right Strategy.” August 2006. Also published in Rice Sallyport, Winter 2007.

Research@Rice: “The Best Way to Replace a CEO May be to Groom a Replacement from Within,” August 2006.

Research@Rice: “Multinationals Should Make On-Site Managers Feel Part of the Inner Circle,” March 2006.

Research@Rice: (A Monthly Tip Sheet for Journalists on the Latest Research at Rice University): “Trust in Corporate America Starts with the CEO,” January 2006.

MEDIA INTERVIEWS AND MENTIONS

Shell, BP, and ExxonMobil have done business in Russia for decades – here’s why they’re leaving now. The Conversation, March 3, 2022. <https://theconversation.com/shell-bp-and-exxonmobil-have-done-business-in-russia-for-decades-heres-why-theyre-leaving-now-178269>

Interviewed and quoted by Houston Chronicle, “LyondellBasell CEO Bob Patel to retire at end of year.” August 25, 2021.

Interviewed and quoted by Houston Chronicle, “Enterprise products reports record profit, then adds CEO.” January 30, 2020.

Interviewed by National Public Radio (NPR) Houston, “Houston gets its first Chinese bank,” (aired on October 11, 2017).
<https://www.houstonpublicmedia.org/articles/news/2017/10/10/241773/houston-gets-its-first-chinese-bank/>

Interviewed and quoted by Houston Chronicle (Sunday August 14, 2016), “Executive pay still rising despite energy’s downturn,”
<http://www.houstonchronicle.com/business/article/ceo-pay-9125871.php> (accessed on August 18, 2016).

“Gender and CEO succession,” BizEd Magazine, a publication of AACSB International. December 18, 2015. http://www.bizedmagazine.com/archives/2016/1/research/gender-ceo-succession?utm_source=HighRoads%20Solutions&utm_medium=Email&utm_campaign=HighRoads%20All%20Emails

Interviewed and quoted by Human Resource Executive Online, “Disclosing Illness in the C-Suite.” <http://www.hreonline.com/HRE/view/story.jhtml?id=534359349> (accessed on September 30, 2015).

Interviewed and quoted by International Business Times, “Goldman Sachs CEO Lloyd Blankfein Lymphoma Diagnosis: When A CEO Is Sick, Should the Company Always Disclose the Illness?” <http://www.ibtimes.com/goldman-sachs-ceo-lloyd-blankfein-lymphoma-diagnosis-when-ceo-sick-should-company-2108912>, September 22, 2015.

Mittal, V. Zhang, Y., and Groening, C. “Employee layoffs in oilfield services companies: Panacea or poison?” Rigzone, August 19, 2015.
http://www.rigzone.com/news/oil_gas/a/140196/Employee_Layoffs_in_Oilfield_Services_Companies_Panacea_or_Poison

Interviewed by CNBC (live) “Power Lunch” to discuss Alibaba’s hiring freeze, May 6, 2015.

Interviewed by "This Morning" of TBS eFM (101.3 MHz), the first all-English radio station in Seoul, South Korea, on Alibaba, February 3, 2015.

Interviewed by Voice of America English radio, "China Alibaba" (regarding Chinese regulator's probe of counterfeit product sales at Alibaba's websites), January 29, 2015.

"What makes a CEO: From personality traits to height to birth order and everything in between," Interviewed and featured in the cover story of Houston Business Journal.
<http://www.bizjournals.com/houston/print-edition/2014/10/31/so-you-want-to-be-a-ceo.html?page=all> (Posted on October 31, 2014).

"Why a company you've never heard of is about to take over the world," Interview with Salon.com.
http://www.salon.com/2014/09/18/why_a_company_youve_never_heard_of_is_about_to_take_over_the_world/ (posted on September 18, 2014).

"Alibaba winners and losers," Daily News,
<http://www.dailynews.com/business/alibaba-ipo-winners-and-losers-h2652345.html> (posted on September 19, 2014).

"Alibaba IPO Investors In China Find Creative Ways To Get Around Government Restrictions" Interviewed and quoted by International Business Times,
<http://www.ibtimes.com/alibaba-ipo-investors-china-find-creative-ways-get-around-government-restrictions-1691030> (posted on September 18, 2014).

"What makes Internet giant Alibaba so successful?" Interview with Deutsche Welle (DW), Germany's foreign broadcaster, <http://www.dw.de/what-makes-internet-giant-alibaba-so-successful/a-17910825> (posted on September 9, 2014).

"Does the Alibaba IPO mark a new stage for Chinese companies in the US?" Interviewed and quoted by CKGSB Knowledge, <http://knowledge.ckgsb.edu.cn/2014/06/10/china-business-strategy/does-the-alibaba-ipo-mark-a-new-stage-for-chinese-companies-in-the-us/> (posted on June 10, 2014).

"Alibaba IPO may signal more Chinese companies in US", Interviewed and quoted by CNBC, <http://www.cnbc.com/id/101615586#> (posted on May 7, 2014)

"Chinese e-commerce giant Alibaba will play wait-and-watch game with U.S. market," Interviewed and quoted by Washington Post,
http://www.washingtonpost.com/business/economy/chinese-e-commerce-giant-alibaba-will-play-wait-and-watch-game-with-us-market/2014/05/07/ae024482-d5f0-11e3-8a78-8fe50322a72c_story.html (accessed on May 7, 2014).

"Alibaba I.P.O. may unleash global fight over users," Interviewed and quoted by New York Times, http://mobile.nytimes.com/2014/05/01/technology/after-alibaba-ipo-us-web-giants-may-stop-ignoring-chinese-rivals.html?_r=0&referrer (accessed on April 30, 2014).

Interviewed and quoted by CNN Money, “What you need to know about Alibaba’s IPO,” http://tech.fortune.cnn.com/2014/04/25/what-you-need-to-know-about-alibabas-i-p-o/?iid=SF_F_River (accessed on April 25, 2014).

Interviewed and quoted by E Commerce Times, “Gates goes back to the drawing board,” <http://www.ecommercetimes.com/rsstory/79934.html> (accessed on February 6, 2014).

Interviewed and quoted by Washington Post, “At Microsoft, would an insider CEO be the best choice?” <http://www.washingtonpost.com/blogs/on-leadership/wp/2014/01/31/at-microsoft-would-an-insider-ceo-be-the-best-choice/> (accessed on January 31, 2014).

Interviewed and featured in Forbes’ “Forbes China 30 Under 30 List: Women Entrepreneurs Face More Hurdles Than Men in China.” <http://www.forbes.com/sites/russellflannery/2013/03/15/forbes-china-30-under-30-list-women-entrepreneurs-face-more-hurdles-than-men-in-china/print/> (accessed on March 15, 2013).

Interviewed and featured in the Guardian’s Special Report on China: Leadership in Transition: “China: If you were Xi Jinping.” <http://www.guardian.co.uk/world/2012/nov/08/china-xi-jinping-expert-view>, published on November 8, 2012.

Interviewed by Dow Jones Newswires and cited in the article: “Nabors \$100 Million CEO Payout Irks Some But Change Is Cheered,” Fox Business, October 31, 2011 (also NASDAQ.com, Morningstar.ca, Rigzone.com and MarketWatch.com).

Interviewed by Dow Jones Newswires and cited in the article: “ConocoPhillips Names New Heads of Stand-Alone Companies,” Wall Street Journal, October 7, 2011.

Interviewed by HR Magazine, February 9, 2010.

Interviewed by HR Magazine, February 5, 2010.

Interviewed by CFO.com, January 28, 2010. The interview was published in “The case of insiders”, CFO.com, January 28, 2010.

Interviewed by Houston Business Journal, January 21, 2010. The interview was published in “Inside hires make better CEOs”, Houston Business Journal, January 2010. This article also appeared in San Francisco Business Times, Greater Milwaukee Business Journal, Business Review, and Washington Business Journal,

Interviewed by Houston TV Channel 13 for successions of Houston Fire Chief and Houston Police Chief, January 20, 2010.

Interviewed by Property and Causality National Underwriter, January 20, 2010. The interview was published as “In most cases, companies better off hiring CEO from within,” Property and Causality National Underwriter, January 22, 2010.

Cited by Financial Times, “Something for the weekend,” November 27, 2009.

Featured by physorg.com, “How Chinese firms benefit from the diversity of foreign direct investment,” October 19, 2009.

Featured by New York Times (Business), “Chief Executives Beware: Analysts May Steal Your Fate,” December 4, 2008.

Quoted by US Today (Money: Cover Story), “Does Age Matter When You’re CEO?” August 31, 2008: 1B.

Featured by Business Week (Management IQ), “So That’s Why They Always Criticize Stock Analysts,” August 2008.

Featured by Yahoo! News (India), “CEOs from outside more likely to be dismissed,” September 5, 2008.

Interviewed and quoted by Credit Union Times, July 2008.

Interviewed and quoted by KUHF-FM, June 2008.

Interviewed and quoted by Houston Business Journal, June 2008.

Featured by Industry Week: “Study: More CEOs exiting quickly,” June 6, 2008.

Featured by The Economic Times (India): “Why new CEOs last less than three years.” June 4, 2008.

Featured by Houston Chronicle: “Hey boss, we hardly knew ye.” June 3, 2008.

Quoted by ZeeNews.com, June 2008.

Quoted by TheCheers.org, June 2008.

Quoted by TopNews.in, June 2008.

Quoted by Thaindiana.com, June 2008.

Quoted by New Kerala (India), June 2008.

Quoted by Innovations Report, June 2008.

Featured by Jones Journal: “Scaling the Great Wall,” winter 2006: 20-23.

Rice News: “Rice Study: For CEOs, Companies Should Promote from Within,” December 8, 2005.

Featured by Investor’s Business Daily: “The Right Time to Pick a Homegrown CEO,” November 25, 2005.

Rice Sallyport (The Magazine of Rice University): “Advice to Companies Before Going Offshore”, Summer 2005: 7.

Management@People (A Chinese Business Magazine): “Internal Monitoring Systems Aren’t Enough”, March 2005: 52.

Research@Rice: “Choosing a CEO,” November 15, 2004.

Trends Tendances (A French Publication in Belgium): “Vive Les CEO Maison!” October 28, 2004.

Economic Times (India): “Companies Better Off With Insiders as CEO: Study,” October 20, 2004.

The Times of India: “Passing the Baton,” October 19, 2004.

Daily Mail (London), October 16, 2004.

The Economist: “Passing the Baton,” October 16, 2004.

CFO.Com: “Passing the Baton: Chief Executives,” October 15, 2004.

Affärsvärlden (A Swedish Publication): “Intern Tronföljare Bäst,” October 13, 2004.

Tucson Citizen: “Most Senior Execs Have No Desire to Become CEO Post,” October 11, 2004.

Times Union: “Filling High-Risk CEO Jobs Poses Problem,” October 10, 2004.

CNBC: “Closing Bell.” October 6, 2004.

USA Today: “You Want Me to be Your CEO? No Way!” October 6, 2004.

The Economist.Com *Global Executive*: “A Quick Look at Noteworthy Articles from Business Journals,” September 28, 2004.

Reuters: “Heirs Apparent Seen as Best Choice for CEO: Study,” September 27, 2004.

OTHER ACADEMIC EXPERIENCE

2000. Instructor of “Managerial Decision-Making and Strategic Planning” (undergraduate required course), **Marshall School of Business, University of Southern California**.

2000. Teaching assistant of “Organizational Behaviour” (undergraduate required course), Department of Management and Organization, **Marshall School of Business, University of Southern California**.

UNIVERSITY SERVICE

University Committees:

Faculty Advisory Board of Doerr Institute for New Leaders (2023-2025)
Provost search committee (2021-2022)
University Committee on Research (2020-2021)
University Committee on Research (2019-2020)
University Committee on Research (2018-2019)
University Committee on Research (2017-2018)
University Committee on Research (2016-2017)
University Committee on Research (2015-2016)
University Committee on Research (2014-2015)
Jones School Dean Search Committee (2015-2016)
Jones School Dean Review Committee (2009-2010)
Jones School Dean Search Committee (2004-2005)

Jones School Committees:

Executive Education Advisory Committee (2023-2024)
Chair of Promotion and Tenure Committee (2023-2024)
Promotion and Tenure (P&T) Committee (2020-present)
Honorary Titles Committee (2020-present)
Chair of Dean's Faculty Council (2021-2023)
Faculty Council (2020-2023)
Co-Chair, Innovating the curriculum task force (2019-2020)
Jones School Doctoral Student Committee (2017-2019)
SE group doctoral program director (2017-2019)
Jones School Research Committee (2015-2016)
Jones School Course Review Committee (2016)
Jones School Brand Strategy Core Team (2015-2016)
Jones School New Degrees Advisory Group (2015-2016)
Jones School Research Committee (2014-2015)
Promotion and Tenure (P&T) Committee (2014-2016)
Honorary Titles Committee (2015-2016)
Jones School FRICing (Faculty Research Information Communication) committee (2013-2014)
*China Europe International Business School positioning committee (2012-2013)
(*On-leave from Rice university)
MBA Curriculum Committee (2011-2012)
Jones School Culture Committee (2011-2012)
Committee on President's Lectures (2011-2012)
Chair of Jones School Research Committee (2010-2011)
Jones School Dean's Advisory Committee (2008-2009)
Jones Partner Liaisons (2008-2009)
MBA Curriculum Committee (2007-2008)
MBA Curriculum Committee (2006-2007)
Strategy Chair Search Committee (2004-2005)

Jones Partners' Thought Leadership Series event, "What?! You want to retire? The CEO succession opportunity/conundrum for boards" (March 2016). I was on the panel together with Mr. Douglas L. Foshee (former chairperson, president, and chief executive officer of El Paso Corporation) and Mr. Tom Simmons (Global energy practice leader at Spencer Stuart).

Instructor for Jones School's Women MBA weekend (January 29, 2011).

Panel member for Rice Business Forum on Emerging Markets at the Jones Graduate School of Business, Rice University on December 16, 2011.

Panel member for Rice Business Forum on Emerging Markets at the Jones Graduate School of Business, Rice University on December 17, 2010.

Panel member for the panel "How to market yourself for new job opportunities and career changes?" in the Diversity Summit (Rice University is a gold sponsor), Houston, Texas, May 1, 2009.

Invited to lecture at Rice Alumni College, "The Economic Crisis: Is Poor Corporate Governance to Blame?" March 14, 2009.

Chair the Executive Forum "The Path to Success is Global," at the 18th Annual Conference of the National Society of Hispanic MBAs (NAHMBA) (Rice University was the academic sponsor), October 5, 2007, Houston Texas.

Invited Presentation, "CEO Succession: An Empirical Inquiry," to Jones School Council of Overseers, April 2005.

Invited Speaker, "Outsourcing to China and India and its Implications for American Companies", Jones Graduate School Partners Thought Leadership Series, Rice University, February 23, 2005.

Invited Speaker, "Management Localization in Foreign Direct Investment in China", Jones Partner Breakfast, Jesse H. Jones Graduate School of Management, Rice University, March 2004.

PROFESSIONAL SERVICES (other than editorships and editorial review boards, which are listed separately)

Co-organizer, Strategic Management Society (SMS) Paper Development Workshop, Seoul, South Korea, July 2024.

Co-organizer, Strategic Management Society (SMS) Paper Development Workshop, Hong Kong, June 2023.

External evaluation panelist, the Management and Organization Department, the Mendoza College of Business, the University of Notre Dame, April 2023.

Member, Annual Meeting Theme Committee, the Academy of Management (AOM), Seattle, Washington, August 2022.

English Program Committee, International Association for Chinese Management Research (IACMR) bi-annual conference, Hangzhou, China, June 2016.

Lead program co-chair, Strategic Management Society (SMS) Special Conference: Competing and Cooperating in and for China. Guangzhou, China, December 14-16, 2012.

Program Committee of the International Association of Chinese Management Research (IACMR) 5th conference, Hong Kong, June 2012.

Best Paper Awards Committee of the International Association of Chinese Management Research (IACMR) 5th conference, Hong Kong, June 2012.

Program Chair of the English Macro Track of the 4th bi-annual conference of the International Association of Chinese management Research (IACMR), Shanghai, China, June 2010.

Co-chair of International Association of Chinese Management Research's (IACMR) research committee (2010-2012).

External Review Expert, School of Management, Fudan University, Shanghai, China (Spring 2010).

Editor-in-Chief search committee of Management and Organization (2009-2010).

Representative-at-large of Corporate Strategy and Corporate Governance Interest Group of Strategic Management Society (SMS) (2010-2012).

Representative-at-large of the Americas of the International Association of Chinese management Research (IACMR), 2008-2010.

Chair of the Junior Scholar Mentorship Program Committee of the International Association of Chinese management Research (IACMR), 2008-2010.

Program Committee for the Chinese Forum in the International Association of Chinese Management Research (IACMR) 3rd conference, Guangzhou, China, June 2008.

Program Committee for the Chinese Forum in the International Association of Chinese Management Research (IACMR) 2nd conference, Nanjing, China, June 2006.

Nomination Committee of the International Association of Chinese Management Research (IACMR), 2005.

Program Committee for the Chinese Forum in the International Association of Chinese Management Research (IACMR) inaugural conference, Beijing, China, June 2004.

Faculty Panelist, the Workshop of “Building a balanced research-centered academic career”, Philadelphia, August 2007.

Faculty Panelist, Harvard Law School’s Annual APALSA (Asian Pacific American on Law and Public Policy) Conference, Boston, March 2007.

Faculty Panelist, Doctoral Student Consortium, the International Business Division of the Academy of Management Annual Meeting, August 2005, Honolulu, Hawaii.

Faculty Panelist, Professional Develop Workshop on “New Venture Growth Strategies in China’s High Technology Industries.” Academy of Management Annual Meeting, August 2004, New Orleans, Louisiana.

Faculty Panelist, Doctoral Student Consortium, the Inaugural Conference of International Association for Chinese Management Research (IACMR). Beijing, China, 2004.

Ad-Hoc Reviewer:

Journal of Applied Psychology, since 2008.
Academy of Management Journal, 2001-2007.
Strategic Management Journal, 2005-2009.
Academy of Management Review, since 2006.
Organization Science, since 2006.
Journal of International Business Studies, since 2004.
Sloan Management Review, since 2003
Asian Pacific Journal of Management, since 2002.
Journal of Management Studies, since 2003.
Journal of High Technology Management Research, since 2003.
Management and Organization Review, 2004-2010.
Journal of Business Research, since 2005.
Canadian Journal of Administrative Sciences, since 2005.
Journal of Management and Governance, since 2007.
Oxford University Press, since 2003.
Service Industries Journal, since 2008.
Rand Institute for Civil Justice, since 2008.
Managerial Finance, since 2009.

Research Fund Review:

Strategy Research Foundation (SRF), Strategic Management Society, since 2018.
Research Grants Council (RGC) of Hong Kong, since 2004.
Guanghua-Cisco Leadership Institute, Peking University, China, since 2012.

Professional Conference Reviewer:

Academy of Management Annual Meetings, since 2000.
Academy of International Business Annual Meetings, since 2003.
Strategic Management Society Annual Meetings, since 2007.
International Association of Chinese management Research (IACMR) Biannual Meetings, since 2003.
Asian Academy of Management Annual Meetings, since 2007.

DOCTORAL STUDENT ADVISEMENT

Chair of the dissertation committee of Yue WANG, who graduated in May 2025 and placed in Chinese University of Hong Kong, Shenzhen.

Chair of the dissertation committee of Sung H “Brian” CHUNG, who graduated in May 2024 and placed in Mays School of Business, Texas A&M University.

Chair of the dissertation committee of Yoon Jung “Jenny” KWON, graduated in May 2023, post-doc at David Eccles School of Business, University of Utah (2023-2026) and tenure-track assistant professor at Fox School of Business, Temple University, since July 2026).

Chair of the dissertation committee of Zhuo CHEN, graduated in May 2020 and placed in the Kogod School of Business, American University, Washington DC.

Chair of the dissertation committee of Conor J CALLAHAN, graduated in May 2019 and placed in the School of Business, the University of Illinois at Chicago.

Chair of the dissertation committee of Daniel ZYUNG, graduated in May 2017 and placed in Cox School of Business, Southern Methodist University.

Co-chair of the dissertation committee of Wei SHI, graduated in May 2016 and placed in Indiana University’s Kelley School of Business (Indianapolis), and now is a full professor (with tenure) at the School of Business, University of Miami, FL.

Co-chair of the dissertation committee of Xiwei YI, graduated in May 2016 and placed in Guanghua School of Management, Peking University, Beijing, China.

Co-chair of Qu, Hongyan’s dissertation committee, graduated in 2014 from Guanghua School of Management, Peking University, China and a visiting doctoral student at the Jones Graduate School of Management in 2011-2012. Placement: Department of Management, Business School, Central University of Finance and Economics, Beijing, China (starting from 2014).

Co-chair of Li, Yu’s dissertation committee, graduated in 2010 from Guanghua School of Management, Peking University, China and a visiting doctoral student at the Jones Graduate School of Management in 2007-2009. Placement: Department of Management, Business School, University of International Business and Economics, Beijing, China (starting from 2010).

PROFESSIONAL ASSOCIATIONS

Academy of Management

Strategic Management Society

Academy of International Business

International Association of Chinese Management Research (IACMR)

SCHOLARSHIPS

September 1997 – July 2001, Doctoral fellowship, University of Southern California.

May 1995 – August 1997, Fellowship, City University of Hong Kong, Hong Kong

September 1988 – January 1995, various scholarships, Nanjing University, China.