

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 Fayez Sarofim Vanguard Professor of Management
Jesse H. Jones Graduate School of Business, Rice University

2013-Present 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, 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

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 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, executive leadership, and corporate governance
Technology innovation and entrepreneurship in emerging markets
Foreign direct investment into and out from emerging markets

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 Foreign Market Entries in the Energy Industry (Energy Initiative for EMBA/Professional MBA/MBA)
Corporate Governance (Executive MBA)

Courses offered at China Europe International Business School, China:

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

EDITORSHIPS AND EDITORIAL REVIEW BOARDS OF ACADEMIC JOURNALS

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

ACADEMIC HONORS AND AWARDS

2018 Program co-chair, International Corporate Governance Society (ICGS)’s annual conference, September , 2018, Shanghai, China.

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 **Scholarship Excellence Award**, Jesse H. Jones Graduate School of Business, Rice University.
- 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).
- 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).
- Profiled at Financial Times' "Women at Business School" (October 15, 2012) <http://www.ft.com/intl/cms/s/2/c4aec7ba-12f5-11e2-bca6-00144feabdc0.html#axzz29KBVKK6q> and was on its "Top 20 Women in Business School Quote List" (December 21, 2012) <http://www.ft.com/intl/cms/s/2/05ede9a8-4a15-11e2-8002-00144feab49a.html#axzz2Fh2YO3Vj>.
- 2012 Lead Program Co-chair, **Strategic Management Society** China Conference, 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.
- 1994 **Outstanding Graduate Student Award**, Nanjing University, China.

OVERSEAS VISITING POSITIONS

- July 2014 Eminent Research Scholar, Faculty of Business and Economics, University of Melbourne, Australia.
- 2014-2017 Distinguished Visiting Professor at School of Management, Fudan University, Shanghai, China.
- 2012-2016 Distinguished Visiting Professor at School of Business and Economics, Shanghai Jiaotong University, Shanghai, China.

- June 2010 Visiting Professor at the Center for Corporate Governance at Copenhagen Business School, Copenhagen, Denmark (sabbatical from Rice University).
- May 2010 Visiting Scientist at the Center for Advanced Management Studies, the University of Munich, Munich, Germany (sabbatical from Rice University).
- 2009-2012 Distinguished Visiting Professor at School of Business, Zhongshan University (Sun Yat-Sen University), Guangzhou, China.
- June-July 2009 Visiting Professor at the Department of Management and Marketing, Faculty of Business, Hong Kong Polytechnic University, Hong Kong.
- June 2008 Visiting Professor at Cheung Kong Graduate School of Business, Beijing, China.

EXTERNAL RESEARCH GRANTS

Zhang, Yan with Xinchun Li, “Growth of Chinese family businesses in the era of globalization.” Major Research Project Grant from National Science Foundation of China (NSFC, project number: 71232009), August 2012-July 2017.

Zhang, Yan with Yu Li, “Agglomeration and competitive advantage: How firm heterogeneity and cluster heterogeneity matter?” Research Grant from National Science Foundation of China (NSFC, project number: 71002002), September 2010-September 2013.

Zhang, Yan with Li-An Zhou, Haiyang Li, and Weiyang Zhang, “The value of returnee entrepreneurs in the success of new ventures: Evidence from China’s high technology industries.” Research Grant from Guanghua Leadership Institute, Peking University, China, November 2010-November 2013.

REFERRED JOURNAL PUBLICATIONS

[33] Shi, W., **Zhang, Y.** and Hoskisson, R. Forthcoming. Ripple effects of CEO awards: Investigating acquisition activities of superstar CEOs’ competitors. Strategic Management Journal.

[32] Han, K., Mittal, V. and **Zhang, Y.** Forthcoming. Relative strategic emphasis and firm idiosyncratic risk: The moderating role of relative performance and demand instability. Journal of Marketing.

[31] Shi, W., Hoskisson, R. and **Zhang, Y.** In press. Independent Director Death and CEO Acquisitiveness: Build an empire or pursue a quiet life? Strategic Management Journal.

[30] **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.

- [29] Groening, C., Mittal, V., and **Zhang, Y.A.** 2016. How cross-validation of firm activities toward customers and employees affects firm valuation: The role of firm business scope. Journal of Marketing Research, Vol LIII: 61-76.
- [28] Wei, S., 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.
- [27] **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.
- [26] 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.
- [25] 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.
- [24] 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.
- [23] Wiersema, M. and **Zhang, Y.** 2011. CEO dismissal: The role of investment analysts. Strategic Management Journal, 32(11): 1161-1182.
- [22] **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.
- This article was cited by e! Science News, Science Centric, FirstScience.com, Physorg.com, and newstin.com.
 - This article is 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).
- [21] **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, TalentMGT.com, etc.

- [20] **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.
- [19] **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.
- [18] 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.
- [17] **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.
- [16] **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.
- [15] 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.
- [14] **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.
- [13] 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.

- [12] **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.
- [11] **Zhang, Y.** 2006. Stock Market Reactions to Executive Oaths: The Signaling Role of CEO Backgrounds, Academy of Management Best Paper Proceedings.
- [10] **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.
- [9] **Zhang, Y.** 2005. A Selection that Cannot Stand the Test: Succession Contexts and New CEO Dismissal, Academy of Management Best Paper Proceedings.
- [8] 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.
- [7] **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.
- [6] **Zhang, Y.** and Rajagopalan, N. 2003. Explaining New CEO Origin: Firm Versus Industry Antecedents, Academy of Management Journal, 46(3): 327-338.
- [5] 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.

- [4] **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.
- [3] 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.
- [2] **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.
- [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.

BOOK

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

- [6] **Zhang, Y.** 2013. Moral hazard. The Palgrave Encyclopedia of Strategic Management (edited by Mie Augier and David J. Teece).

- [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

- [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. 4 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 PRESENTATIONS

- [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 2nd 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 Annual Meeting, Leeds, UK, 1997.

INVITED PRESENTATIONS AT OTHER UNIVERSITIES

Universities in the U.S.

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:

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 (outside China):

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.

Chinese University of Hong Kong, June 2010.

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

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

Universities in China:

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

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

Guanghua School of Management, Peking University, November 2012; September 2009.

School of Economics & Management, Tsinghua University, Beijing, China, June 2014; May 2013; June 2007.

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; June 2004.

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

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

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

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

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

“Thoughts on corporate governance and strategic leadership in emerging markets,” invited to present at the 2016 SMS Emerging Scholar Special Session, 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.

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

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.

INVITED PRESENTATIONS TO PRACTITIONERS

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

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

“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

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.dailynewsen.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-ipo/?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:

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:

Chair, Jones School Research Committee (2015-2016)
Jones School Course Review Committee (2016-present)
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)
Jesse H. Jones Graduate School of Management Dean 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 chairman, 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 SERVICE (other than editorships and editorial review boards, which are listed separately)

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:

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 Daniel ZYUNG, a Ph.D. candidate in the Strategy and Environment Group, the Jones Graduate School of Business, expected to graduate in May 2017.

Co-chair of the dissertation committee of Wei SHI, a Ph.D. candidate in the Strategy and Environment Group, the Jones Graduate School of Business, graduated in May 2016, placed in Indiana University's Kelley School of Business (Indianapolis).

Co-chair of the dissertation committee of Xiwei YI, a Ph.D. candidate in the Strategy and Environment Group, the Jones Graduate School of Business, graduated in May 2016, placed in Peking University's Guanghua School of Management, Beijing, China.

Co-chair of Qu, Hongyan (May) dissertation committee, a Ph.D. candidate of the Guanghua School of Management, Peking University, China and a visiting doctoral student at the Jesse H. 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, a Ph.D. candidate of the Guanghua School of Management, Peking University, China and a visiting doctoral student at the Jesse H. 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).

External member of Gu, Yingliu's Ph.D. dissertation committee, The University of Texas, School of Public Health.

PROFESSIONAL ASSOCIATIONS

Academy of Management

Strategic Management Society

Academy of International Business

Western Academy of Management

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.