

DAVID H. ZHU

Department of Management and Entrepreneurship
W. P. Carey School of Business, Arizona State University
P.O. Box 874006, Tempe, AZ 85287
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October 2023

ACADEMIC POSITIONS

August 2021 to present

Professor of Management and Entrepreneurship

Dean's Council Distinguished Scholar

W. P. Carey School of Business, Arizona State University, Tempe, AZ

August 2015 to July 2021

Associate Professor of Management and Entrepreneurship

Dean's Council Distinguished Scholar

W. P. Carey School of Business, Arizona State University, Tempe, AZ

August 2009 to July 2015

Assistant Professor of Management

W. P. Carey School of Business, Arizona State University, Tempe, AZ

EDUCATION

Ph.D. in Strategy (2009), Stephen M. Ross School of Business, University of Michigan

M.A. in Economics (2002) and B.S. in Chemistry (1999), Nankai University, China

PUBLICATIONS

1. **Zhu, D.H.**, L. Jia, and F. Lei (2022). *Too much on the plate? How executive job demands harm firm innovation and reduce share of exploratory innovations*. ***Academy of Management Journal***, 65(2): 606-633.
2. Westphal, J.D., **D.H. Zhu**, and R. Kunapuli (2022). *Seeking input when the train has left the station: The decoupling of participative strategic decision-making processes and the role of new technology in symbolic management*. ***Strategic Organization***, forthcoming.
3. **Zhu, D. H.** and J. D. Westphal (2021). *Structural power, corporate strategy, and performance*. ***Strategic Management Journal***, 42(3): 624-651
4. Kang, Y., **D. H. Zhu**, and A. Y. Zhang (2021). *Being extraordinary: How CEOs' uncommon names explain distinctive strategies*. ***Strategic Management Journal***, 42(2): 462-488
5. Westphal, J. D. and **D. H. Zhu*** (2019). *Under the radar: How firms manage competitive uncertainty by appointing friends of other CEOs to their boards*. ***Strategic Management Journal***, 40(1): 79-107 (*equal contributions).
6. Jebran, K., S. Chen, and **D. H. Zhu.** (2019). *Board informal hierarchy and stock price crash risk:*

Theory and evidence from China. Corporate Governance: An International Review, 27:341-357.

7. **Zhu, D. H.** and W. Shen (2016). *Why do some outside successions fare better than others? The role of outside CEOs' prior experience with board diversity.* **Strategic Management Journal**, 37(13): 2695–2708.
8. **Zhu, D. H.** and G. Chen* (2015a). *CEO narcissism and the impact of prior board experience on corporate strategy.* **Administrative Science Quarterly**, 60(1): 31-65 (*equal contributions).
9. **Zhu, D. H.** and G. Chen (2015b). *Narcissism, director selection, and risk-taking spending.* **Strategic Management Journal**, 36(13): 2075-2098.
10. **Zhu, D. H.**, W. Shen, and A. Hillman (2014). *Recategorization into the in-group: The appointment of demographically different new directors and their subsequent positions on corporate boards.* **Administrative Science Quarterly** 59(2): 240-270. ASQ Editor's Choice Collection: One of eight key articles on "Diffusion and Abandonment of Practices".
11. **Zhu, D. H.** and J. D. Westphal (2014). *How directors' prior experience with other demographically similar CEOs affects their selection onto corporate boards and the consequences for CEO compensation.* **Academy of Management Journal** 57(3): 791-813.
12. **Zhu, D. H.** (2014). *Group polarization in board decisions about CEO compensation.* **Organization Science** 25 (2): 552-571. Co-winner of the William H. Newman Award and winner of the Louis R. Pondy Award for the Best Paper Based on a Dissertation, Academy of Management, 2010.
13. **Zhu, D. H.** (2013). *Group polarization on corporate boards: Theory and evidence on board decisions about acquisition premiums.* **Strategic Management Journal** 34: 800-822. Winner of the Best Conference Paper Prize, Strategic Management Society International Conference, Washington D. C., 2009; Winner of the Rensis Likert Dissertation Paper Prize, award for "a Michigan dissertation that makes the most significant contribution to organizational studies", ICOS, University of Michigan, 2009-2010.
14. **Zhu, D. H.** and J. D. Westphal* (2011). *Misperceiving the beliefs of others: How pluralistic ignorance contributes to the persistence of positive security analyst reactions to the adoption of stock repurchase plans.* **Organization Science** 22 (4): 869-886 (*equal contribution). Runner-up for Organization and Management Theory Best Paper Award, Academy of Management, 2010.
15. Ethiraj, S. and **D. H. Zhu** (2008). *Performance effects of imitative entry.* **Strategic Management Journal** 29: 797-817.

SELECTED WORKING PAPERS

1. Kang, Y., D. Zhu, M.K. Chin. [title removed to preserve anonymity]. **R&R at Organization Science.**
2. Kang, Y. and D. Zhu. [title removed to preserve anonymity]. **R&R at Strategy Science.**

3. Zhu, D., Z. Zhao, and M. Semadeni. *[title removed to preserve anonymity]*. **2nd R&R at Journal of Management.**
4. Zhu, D., L. Du, S. Ren, and X. Li. *[title removed to preserve anonymity]*. Under review at **Organization Science.**
5. Zhao, Z., D. Zhu, D. Lang, and X. Yi. *[title removed to preserve anonymity]*. Under review at **Strategic Management Journal.**
6. Tian, H., Liu, H., and D. Zhu. *[title removed to preserve anonymity]*. Under review at **Management and Organization Review.**
7. Zhu, D., L. Jia, and N. Rothbard. *The happiness advantage: How CEO job satisfaction facilitates organizational ambidexterity.* Under preparation for submission to **Administrative Science Quarterly.**
8. Zhu, D., W. Lee, H. Chae, and A. Hillman. *Conservative versus liberal CEOs: a systematic study of shareholder reactions to new CEOs' political ideologies.* Under preparation for submission to **Management Science.**
9. Zhu, D., S. Chen, R. Zhang, and J. D. Westphal. *The pursuit of harmony: How top management team state orientation influences SOEs' corporate social performance.* Under preparation for submission to **Journal of Management.**
10. Zhu, David, Xuhong Li, and Danyang Zhu. *Prosocial board chairs and stakeholder relations in China.* Under preparation for submission to **Organization Science.**
11. Hu, J., D. Zhu, C. Zhang, and Y. Yuan. *It takes humility to enhance diversity: CEO humility and female representation on top management teams.* Under preparation for submission to **Journal of Applied Psychology.**

REFEREED BEST PAPER PROCEEDINGS

1. Kang, Y., MK Chin, D.H. Zhu (2021). *How ideological diversity within top management teams influences strategic dynamism.* **Academy of Management Best Paper Proceedings.**
2. Zhu, D. H. and J. D. Westphal (2015). *A structural theory of power, strategy, and performance.* **Academy of Management Best Paper Proceedings.**
3. Zhu, D. H. and W. Shen (2013). *Who will fit in? The impacts of outside CEO successors' prior experience with board diversity.* **Academy of Management Best Paper Proceedings.**
4. Zhu, D. H. and J. D. Westphal (2012). *Who Will Support a CEO Like Me? Social inference processes in new director selections.* **Academy of Management Best Paper Proceedings.**

5. Zhu, D. H. and G. Chen (2011). *Who will appreciate my narcissism? Social inference processes in new director selections*. **Academy of Management Best Paper Proceedings**.
6. Zhu, D. H. (2010). *Sparing boards will pay even less and openhanded boards will pay even more*. **Academy of Management Best Paper Proceedings**.
7. Zhu, D. H. and Westphal, J. D. (2010). *Pluralistic ignorance and the persistence of positive analyst reactions to repurchase plans*. **Academy of Management Best Paper Proceedings**.

INVITED ARTICLES AND BOOK CHAPTERS

1. Zhu, D. H. (2021). *The past and the future: Comments on the development of strategic leadership research in the past 20 years and future research opportunities*. **Quarterly Journal of Management** (6) [in Chinese].
2. Zhu, D. H., W. Li, and Y. Zhang (2020). *Boards of Chinese Companies*. In “**The Handbook of Board Governance: A Comprehensive Guide for Public, Private, and Not-for-Profit Board Members**”. 2nd ed. Edited by Richard Leblanc, John Wiley & Sons, Hoboken, NJ.
3. Zhu, D. H. and E. Y. Zhao (2018). *Empirical Design and Analysis Using Panel Data*. In “**Empirical Methods in Organization and Management Research**”. Edited by Xiaoping Chen and Wei Shen. Beijing, China: Peking University Press [in Chinese].
4. Zhu, D. H. (2018). *Traces of History: Comments on the Historical Perspectives in Organization and Management Research*. **Quarterly Journal of Management** (3) [in Chinese].

TEACHING

Courses at the W.P. Carey School of Business, Arizona State University

Management 791: Psychological Perspectives on Strategy, PhD seminar

Management 791: Corporate governance and strategic leadership, PhD seminar

DBA 721: Research Methodology, DBA seminar

Management 589: Strategic Management, EMBA, full-time MBA, and evening MBA

W.P. Carey 480: W.P. Carey School of Business Capstone Class, undergraduates

Management 460: Strategic Management, undergraduates

PhD student supervision

Latifa Albader (committee member), current

Wookyung Lee (chair), current

Zeyu Zhao (secondary advisor), current

Sabrina Li (secondary advisor), joined Texas A&M University in 2022

Yungu Kang (chair), joined Hong Kong Baptist University in 2021

Qi Zhu (co-chair), joined Hong Kong Polytech University in 2019

Jisun (Sun) Kim (committee member), joined University of Mississippi in 2018

Wes Herche (advisor) (2014-2015)

Jatinder Jassal (advisor) (2011-2012)

DBA student supervision (partial list)

Dissertation co-chair (graduation year in parentheses)

Jun Zhou (2018), President and Vice Board Chair, Shanghai Industrial Holding
Jianping Liu (2018), CEO, Zhong Ou AMC
Wenqing Shi (2018), Board Chair, Shanghai Yuan Yang Group
Hongwei Zhang (2018), Vice CEO, Ping-An Asset Management
Huan Wang (2019), Vice CEO, Rosefinch Investment
Yang Wang (2019), CEO, Time-Space-Universe
Suo Qin (2020), Author and former Editor in Chief, China Business Network
Guiji Li (2020), Board Chair, Xinlibao Real Estate Group
Zhubin Li (2020), Founder and CEO, Wisevirtue Consulting
Yang Yao (2020), Board Chair, Zuomo Investment; President, Panying Fund
Zheng Xiang (2020), CEO, SCM Designs
Shan Zhong (2020), Board Chair, Pacilink Engineering
Limin He (2020), Vice CEO, Kelida Building and Decoration
Jie Li (2020), Chief Investment Officer, Hwabao Securities
Wei Fan (2021), CEO and Executive Partner, Shanghai Zhongyi Investment Management
Jie He (2021), President, Shanghai Yufeng Financial Lending
Qingling Zhu (2021), President, Shanghai Mingliang Investment and Consulting
Weiyang Wu (2021), President, Yungquan Huili
Chun Chen (2022), Vice President, Sinvo Group
Xiuqin He (2022), CEO of Jingang International and co-founder of Tsingshan Holding Group
Min Chen (2022), Executive Director and CFO, Greenland Broad Greenstate
Lingli Deng (2022), Vice President, Central Wealth Group Holdings Limited
Qun Ouyang (2022), Senior Partner, Hiwayslaw Group
Jiayi Lin (2022), Executive Director, IGB Group
Dongya Mei (2022), Board Chair and CEO, Maodian Asset
Xiaobin Zhang (2023), co-founder and Executive Director, Yizhun Biomedical Limited.
Donghui Liu (2023), Board Chair, DHD Design & Engineering.
Xiaoqin Ru (2023), CEO and Executive Director, Yicun Capital
Yihua Tu (2023), Executive Director, Astrazeneca University
Xiquan Wang (2023), Board Chair, Wolong Electric Group
Hongzhe Zhang (2023), Board Chair, Reftech Industrial Group
Qin Li (2023), Vice President, SANY Group

Dissertation co-chair for currently enrolled students

Qing Ai, Board Chair, Shanghai Aiqi Information Technology Co.
Sheng Bao, Chief Investment Officer, Sujia
Daojun Chen, Board Chair, Shichuan SAFE Pharmaceutical Technology Co.
Huili Cheng, CEO, AVIC Securities Co.
Hanting Gong, Board Chair & CEO, Shanghai Shiyue Asset Management Co.
Jinshen Gu, Board Chair, Shanghai Demao Construction Eng. Co.
Manqing Kong, Board Chair, Shanghai Teld New Energy Co
Hong Ou, President, Fuzhou Branch of Everbright Bank
Zheng Xu, Vice President, Orient Securities
Pei Zhang, Chief Investment Officer, Huarong Tianze Investment Co
Yuren Zhang, CEO, Soochow Securities Co

Dissertation committee member (graduation year in parentheses)

Laili Zheng (2019), Vice President, Kangnai Group

Qimin Wu (2019), President, Jupai Holdings

Fengdong Liao (2020), CEO, Meian Pharmaceuticals

Di Wu (2022), CEO, Huawan Investment Management

Dissertation committee member for currently enrolled students

Jing He, Board Chair, Wanhe Chuangjing Group

SERVICE

Organization Science

Senior Editor, 2022-present

Management and Organization Review

Deputy Editor, 2022-present

Editorial board member

Academy of Management Journal (2020 to 2022)

Academy of Management Review (2018 to 2022)

Administrative Science Quarterly (2011 to 2022)

Strategic Management Journal (2013 to 2022)

Ad hoc reviewer

Academy of Management Journal (2010 to 2019)

Academy of Management Review (2015-2018)

Administrative Science Quarterly (2009 to 2011)

American Journal of Sociology (2012 to 2022)

Management Science (2018 to 2022)

Organization Science (2009 to 2022)

Strategic Management Journal (2008 to 2013)

Strategy Science (2016-2022)

National Science Foundation (2014 to 2022)

INFORMS Organization Science Dissertation Competition (2013)

Strategic Management Society

Strategic Leadership and Governance group

Chair, 2023-2024

Program Chair, 2022-2023

Associate Program Chair, 2021-2022

Representative-at-Large, 2017-2019

Conference reviewer and member, 2008-present

Behavioral Strategy group, conference reviewer and member, 2014-2020

International Association for Chinese Management Research (IACMR)

Vice President and Program Chair, 2023-present

English Program Macro Chair, 2020-2021 conference (*handled nearly 300 submissions*)
Research Committee Macro Chair, 2018-2021
Representative-at-large (Americas), 2018-2021
Co-organizer (with Cyndi Zhang, Eric Zhao, and Weiguo Zhong) of the Macro-track junior faculty consortium, 8th IACMR conference, Wuhan, 2018
Co-organizer (with Cyndi Zhang, Eric Zhao, and Weiguo Zhong) of the Macro-track doctoral consortium co-organizer, 8th IACMR conference, Wuhan, 2018
Co-organizer (with Sihua Chen) of the symposium on “Corporate Governance in East Asia”, 8th IACMR conference, Wuhan, 2018
Co-organizer (with Jane Jiang) of the symposium on “Strategic Leadership in China’s Transformational Environment”, 8th IACMR conference, Wuhan, 2018
Membership Committee Co-Chair, 2018-2021
Macro Research Committee Member, 2016-2018
English Program Committee Member, 2016-2018
Local School Contact, 2016-2021

Academy of Management

Research Committee member, Strategic Management Division (2020 to 2023)
Research Committee member, Organization and Management Theory Division (2011 to 2017)
Faculty panelist, Junior Faculty Consortium, OMT Division, 2018 and 2020
Conference reviewer, session chair, member
Business Policy and Strategy Division (2005 to present)
Organization and Management Theory Division (2006 to present)
Technology and Innovation Management Division (2005 to 2007)
Organization Behavior Division (2008 and 2011)

Chinese Management Scholars Community (CMSC)

Overall coordinator, 2019-2020
Management committee member, 2018-2021
Co-organizer of the Annual Reunion Event, 2017 & 2018
Faculty participants at Research Forums, Mentors Camp, and Reunion Events, 2010-2022

International Corporate Governance Society (ICGS)

Co-organizer of the 2018 Doctoral Consortium in Shanghai, China.

DBA program of W.P. Carey School of Business

Faculty director, 2021-present
Faculty member, DBA thesis proposal events, 2014-present

Department of Management and Entrepreneurship, Arizona State University

Personnel committee member, 2021-present
Strategy faculty search committee chair, 2021-2022
PhD program committee member, 2014-2021
Strategy faculty search committee member, 2015-2016; 2020-2021
“Micro Meets Macro Conference”, organizing committee chair, 2016-2017
“Micro Meets Macro Conference”, organizing committee member, 2015-2016
Organizer of strategy brown bag seminars, 2009-2016

Coordinator for the core strategy undergraduate course, 2009 to 2015
Department liaison, software and storage issues, 2015-2018

Barrett Honors College Advisory committees (partial list)

Honors Thesis Director for: Chris Huntley Honors

Thesis Committee Member for: Sarah Hawkins

Honors Contract Advisor for: Chas Van de Motter, Adrian Tiscornia, Charles Wen, Tong Li, Audrey Hopkins, Chenxi Wang, David Good, Corey Hayden, Nate Benjamin, Thomas Bennett, Charles Bowen, Jacob Spacone, Stephanie Bray, Christopher Curran, Theresa Feliciano, Katelyn Flores, Katherine Haga, Sarah Hawkins, Andrew Nees, Andrew Salinas, Lawson Williams, Timothy Zehring, Michael Garber, Victoria Ogunnubi, Taylor Scheetz, Trent Teixeira, Andrew Whiteley

SELECTED HONORS AND AWARDS

1. National Natural Science Foundation of China, Research Grant for Overseas Scholars #71628202, 2017-2019
2. Senior Fellow (on sabbatical), Wharton School of Business, Spring 2018
3. Visiting Associate Professor (on sabbatical), Peking University, Winter 2017
4. Visiting Associate Professor (on sabbatical), Dartmouth College, Fall 2017
5. Honored Professor, School of Management, Fudan University, 2015-present
6. Honored Professor, Dongbei University of Finance and Economics, 2018-present
7. Co-winner of the William H. Newman Award for the Best Paper Based on a Dissertation. Academy of Management, 2010
8. Winner of the Louis R. Pondy Award for the Best Paper Based on a Dissertation. Organization and Management Theory division, Academy of Management, 2010
9. Runner-up for Organization and Management Theory Best Paper Award, Academy of Management, 2010
10. Winner of the Best Conference Paper Prize, Strategic Management Society International Conference, Washington D. C., 2009
11. Winner of the Rensis Likert Dissertation Paper Prize, award for “a Michigan dissertation that makes the most significant contribution to organizational studies”, ICOS, University of Michigan, 2009-2010

RECENT MEDIA COVERAGE

1. *Amazon Wanted a Lord of the Rings Show. It Turned to Frodo and Sam.* **Wall Street Journal**, September 8th, 2022
2. *CEOs with Unusual Names Pursue Unusual Strategies.* **Harvard Business Review**. July-August 2021
3. *How Your Name Affects Your Personality.* **BBC Future**. May 25th, 2021
4. *Why Atypical CEOs Have An Edge?* **Forbes**. February 25, 2021

ACADEMIC CONFERENCE/INVITED PRESENTATIONS

1. *How IACMR can better support women in the academia.* Panelist, PDW titled “It Takes a Village: Creating a Supportive Community for Junior Women Faculty”. Organized by Jasmine Hu and Amy

- Ou. 2023 IACMR Biannual Conference, Hong Kong.
2. *Teaching Rational and Irrational Frameworks in Strategic Management Courses*. Panelist, PDW titled "Teaching Strategic Management". Organized by Jiangyong Lu. 2023 IACMR Biannual Conference, Hong Kong.
 3. *How Top Management Team State Orientation Influences SOEs' Corporate Social Performance*. Academy of Management Annual Meeting, 2023; 12th International Consortium on Corporate Governance, 2023; Peking University, 2023; Zhejiang University, 2023; Fudan University, 2023.
 4. *Do Investors Prefer Democratic or Republican CEOs? A Systematic Study of Shareholder Reactions to New CEOs' Political Ideologies*. Hong Kong Baptist University, 2022; IACMR online webinar, 2021; Academy of Management Annual Meeting, 2022.
 5. *It Takes Humility to Enhance Gender Equality at the Top*. Texas A&M University, 2022; Fudan University, 2022; DUFE, 2023; Xi'an Jiaotong University, 2023
 6. *Too much on the plate: How executive job demands harm firm innovation and reduce share of exploratory innovations*. Purdue University, 2022; DUFE, 2022; HBC of Peking University, 2022; Central South University, 2022.
 7. *Corporate governance in the post COVID era*. Keynote speaker, 11th International Consortium on Corporate Governance, 2022
 8. *The pursuit of harmony: How top executives' socialist ideology influences Chinese SOEs' major decision outcomes*. Strategic Management Society annual meeting, 2021
 9. *The happiness advantage: CEO job satisfaction and organizational ambidexterity*. Hong Kong Polytechnic University, 2020; University of Michigan, 2020; Fudan University, 2020; ASQ and JMS paper development workshop in Phoenix, AZ, 2019
 10. *Too busy to wonder: CEO job demands and firm innovation*. Hong Kong Baptist University, 2019; CEIBS, 2019; Fudan University, 2019; Tongji University, 2019; Shanghai University, 2019; Academy of Management Annual Meeting, 2019
 11. *Being extraordinary: How CEOs' uncommon names explain their distinctive strategies*. Fudan University, 2019; Academy of Management Annual Meeting, 2019
 12. *Under the radar: How firms manage competitive uncertainty by appointing friends of other CEOs to their boards*. Fudan University, 2018; Northeastern University of Finance and Economics, 2018
 13. *Top executive learning and breakthrough inventions*. Fudan University, 2018; Academy of Management Annual Meeting, 2018
 14. *CEOs' personalities and behavioral strategy*. Fudan University, 2018; The 8th IACMR conference, Wuhan, 2018
 15. *How having unusual names influences CEOs' decision making*. Symposium on "Frontiers of Psychological Research in Strategic Management", co-organized with Timothy Hubbard, Academy of Management Annual Meeting, Chicago, August, 2018;
 16. *Prosocial values of top executives and stakeholder governance in China*. Showcase symposium organized by Abhinav Gupta and M. K. Chin, Academy of Management Annual Meeting, Chicago, 2018
 17. *Unbalanced ties and networks: A theory of structural power advantage, corporate strategy, and performance*. Dartmouth College, 2017; Seoul National University, 2017; Fudan University, 2017; Academy of Management Annual Meeting, Vancouver, 2015.
 18. *Executive job satisfaction: A study of its antecedents and strategic consequences in China*. Northeastern University of Finance and Economics, 2018; University of Hong Kong, 2017; Hong Kong University of Science and Technology, 2017; Shanghai University Finance and Economics, 2017; Sun Yat-sen University, 2017; 6th Strategy Symposium on Emerging Economies, Rice

- University, 2016; Peking University, 2016; Fudan University, 2016; Symposium titled “Psychological heuristics and biases in management”, organized by Pasquale Massimo Picone, Giovanni Battista Dagnino, and Yi Yang. Academy of Management Annual Meeting, Anaheim, 2015
19. *Confucian values of top executives and corporate governance in China*. Michigan State University, 2018; INSEAD Behavioral Corporate Governance conference, France, 2017; Fudan University, 2017; Northeastern University of Finance and Economics, 2017; Nankai University, 2017; International Conference on Corporate Governance, Tianjin, 2017.
 20. *Examining fundamental issues in strategic leadership research: Using experiments and onsite surveys with top executives in China*. PDW titled “Frontiers of psychological research in strategy”, co- organized together with Tim Hubbard, Academy of Management Annual Meeting, Atlanta, 2017
 21. *Board advising: A social psychological perspective*. PDW titled “Exploring more effective ways to study board effectiveness”, organized by Steven Boivie, Academy of Management Annual Meeting, Anaheim, 2016
 22. *The psychology of strategic decision making and sustainable competitive advantages*. Fudan University, 2016
 23. *How top executives’ personalities influence firm strategies and performance*. The 7th IACMR conference, Hangzhou, 2016
 24. *Structural power, corporate strategy, and firm performance*. George Washington University, 2015; Strategic Management Society International Conference, Denver, 2015
 25. *Social categorization and social inference in the process of selecting new directors*. PDW titled “New Perspectives on the outside director selection process”, organized by William Q. Judge, Strategic Management Society International Conference, Denver, 2015
 26. *The impact of top executives’ prior experience on technological exploration and exploitation*. Behavioral strategy conference, Stern School of Business, New York University, 2015.
 27. *How new CEOs’ prior board experience affects post-succession executive turnover and performance?* Academy of Management Annual Meeting, Vancouver, 2015
 28. *CEOs’ personalities and strategy*. PDW titled “Psychological Foundations of Management”, Academy of Management Annual Meeting, Vancouver, 2015. *Modern Explorations in Eastern Management Conference*, Fudan University, 2015
 29. *Why do some outside CEOs fare better than others? The role of their prior board experience with board diversity*. Texas A&M University, 2014; University of Illinois at Urbana Champaign, Champaign, 2014; Fudan University, 2015; Nanjing University, 2015
 30. *CEO narcissism and the impact of prior board experience on corporate strategy*. University of Texas at Austin, 2014; Fudan University, 2014; Shanghai Jiao Tong University, 2014
 31. *Who will fit in? The impacts of outside CEO successors’ prior experience with board diversity*. Academy of Management Annual Meeting, Orlando, 2013
 32. *Reducing CEO-board conflicts: The role of outside CEOs’ prior board experiences*. Strategic Management Society International Conference, Atlanta, 2013
 33. *Recategorization: The selection of minority directors and their subsequent roles on boards*. Academy of Management Annual Meeting, Boston, 2012.
 34. *CEO narcissism, board interlocks, and network diffusion of acquisition strategies*. Academy of Management Annual Meeting, Boston, 2012
 35. *Who will appreciate my narcissism? Social inference processes in new director selections*. Academy of Management Annual Meeting, San Antonio, 2011
 36. *Pluralistic ignorance and the persistence of positive analyst reactions to repurchase plans*. Academy

- of Management Annual Meeting, Montreal, 2010
37. *Sparing boards will pay even less and openhanded boards will pay even more.* Academy of Management Annual Meeting, Montreal, 2010
 38. *Group polarization and board decisions about CEO compensation,* University of Michigan, 2010.
 39. *Opening the black box: Burgeoning research on social, political, and psychological processes inside boards and TMTs.* Symposium co-organizer and presenter. Academy of Management Annual Meeting, Anaheim, 2008.
 40. *Group polarization on corporate boards: Theory and evidence on board decisions about acquisition premiums.* INSEAD, 2008; HKUST, 2008; Arizona State University, 2008; Strategic Management Society International Conference, Washington D.C., 2009; CCC Doctoral Colloquium, Pittsburg, 2008
 41. *Board independence, director incentive alignment, and R&D productivity.* Academy of Management Annual Meeting, Atlanta, 2006
 42. *When does it pay to imitate?* Strategic Management Society International Conference, 2006. *Determinants of search behavior.* Academy of Management Annual Meeting, 2005