

WEI SHEN

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Department of Management & Entrepreneurship
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ACADEMIC POSITIONS

- 2020 – present Professor and Chair, Department of Management & Entrepreneurship,
W.P. Carey School of Business, Arizona State University
- 2016 – 2019 Professor, Associate Dean for China Programs, W.P. Carey School of
Business, Arizona State University
- 2014 – 2016 Associate Professor, Co-Director for China EMBA Program, W.P. Carey
School of Business, Arizona State University
- 2010 – 2014 Associate Professor, W.P. Carey School of Business, Arizona State
University
- 2009 – 2010 Senior Research Fellow, SKOLKOVO Institute for Emerging Market
Studies in Beijing, Moscow School of Management SKOLKOVO
- 2005 – 2010 Associate Professor, Warrington College of Business Administration,
University of Florida
- 2002 – 2005 Assistant Professor, Warrington College of Business Administration,
University of Florida
- 1999 – 2002 Assistant Professor, Rutgers Business School, Rutgers University

EDUCATION

- Ph.D. in Management, Mays Business School, Texas A&M University, December 1999
- B.S. in Psychology, Peking University, Beijing, P. R. China, July 1995

PUBLICATIONS

- Shen, W., Ponomareva, Y., & Uman, T. 2021. Can you catch two birds with one stone in CEO-board relationship? The impacts of nominating committee composition on board monitoring and resource provision. *Long Range Planning*, forthcoming.
<https://doi.org/10.1016/j.lrp.2021.102127>

- Xie, X., Shen, W., & Zajac, E. 2021. When is a governmental mandate not a mandate? Predicting organizational compliance under semi-coercive conditions. *Journal of Management*, 47(8): 2169-2197. <https://doi.org/10.1177/0149206320948579>
- Jiang, H., Xia, J., Devers, C. & Shen, W. 2021. Who will board a sinking ship? A firm-director interdependence perspective of mutual selection between declining firms and director candidates. *Academy of Management Journal*, 64(3): 901-925. <https://doi.org/10.5465/amj.2018.0452>
- Zhu, Q., Hu, S., & Shen, W. 2020. Why do some insider CEOs make more strategic changes than others? The impact of prior board experience on new CEO insiderness. *Strategic Management Journal*, 41(10): 1933-1951. <https://doi.org/10.1002/smj.3183>
- Gu, Q., Shen, W., & Lu, L-H. 2020. Is CEO turnover sensitive to firm performance? An informativeness perspective. *Academy of Management Best Paper Proceedings*. Vancouver, BC, Canada: Academy of Management.
- Åberg, C., & Shen, W. 2020. Can board leadership contribute to board dynamic managerial capabilities: An empirical exploration among Norwegian firms. *Journal of Management and Governance*, 24(1): 169-197. <https://doi.org/10.1007/s10997-019-09460-6>
- Knippen, J., Shen, W., & Zhu, Q. 2019. Limited progress? The effect of external pressure for board gender diversity on the increase of female directors. *Strategic Management Journal*, 40(7): 1123-1150. <https://doi.org/10.1002/smj.3014>
- Ponomareva, Y., Shen, W., & Uman, T. 2019. Organizational discretion, board control, and shareholder wealth: A contingency perspective. *Corporate Governance: An International Review*, 27(4): 248-260. <https://doi.org/10.1111/corg.12274>
- Zhu, Q., Hu, S., & Shen, W. 2019. Why do some new CEOs make more strategic changes than others? *Academy of Management Best Paper Proceedings*. Boston, MA: Academy of Management.
- Chen, C., Zhang, Z-X, & Shen, W. 2018. Theory construction in management research. In X-P. Chen and W. Shen (Eds) *Empirical Methods in Organization and Management Research* (3rd Edition): pp. 68-102. Beijing, China: Peking University Press.
- Chen, X-P. & Shen, W. 2018. *Empirical Methods in Organization and Management Research* (3rd Edition). Beijing, China: Peking University Press.
- Shen, W., & Yu, T. 2018. Event history analysis. In X-P. Chen and W. Shen (Eds) *Empirical Methods in Organization and Management Research* (3rd Edition): pp. 575-595. Beijing, China: Peking University Press.
- Shen, W. 2018. Who decides the future directions of Chinese management research. *Quarterly Journal of Management* (in Chinese), 3(2): 32-35.

- Shen, W., & Ji, Z. 2017. From academic entrepreneurship to academic innovation: Comments on “Academic Entrepreneurship”. *Quarterly Journal of Management* (in Chinese), 2(2): 112-120.
- Zhu, D. H., & Shen, W. 2016. Why do some outside successions fare better than others? The role of outside CEOs’ prior experience with board diversity. *Strategic Management Journal*, 37: 2695-2708. <https://doi.org/10.1002/smj.2471>
- Shapiro, D. L., Hom, P. W., Shen, W., & Agarwal, R. 2016. How do leader-departures affect subordinates’ organizational attachment? A 360-degree relational perspective. *Academy of Management Review*, 41(3): 479-502. <https://doi.org/10.5465/amr.2014.0233>
- Shen, W., Zhou, Q., & Lau, C. M. 2016. Empirical research on corporate governance in China: A review and new directions for the future. *Management and Organization Review*, 12(1): 41-73. <https://doi.org/10.1017/mor.2015.11>
- Zhu, D. H., Shen, W., & Hillman, A. 2014. Recategorization: New directors who are demographically different from incumbents and their subsequent positions on boards. *Administrative Science Quarterly*, 53(2): 240-270. <https://doi.org/10.1177/0001839214530951>
- Capasso, A., Dagnino, G. B., & Shen, W. 2014. Corporate governance and strategic management in different contexts: Fostering interchange of a crucial relationship. *Journal of Management and Governance*, 18(4): 921-927.
- Shen, W., & Gentry, R. J. 2014. A cyclical view of the relationship between corporate governance and strategic management. *Journal of Management and Governance*, 18(4): 959-973. <https://doi.org/10.1007/s10997-012-9248-z>
- Zhu, D. H., & Shen, W. 2013. Who will fit in? The impacts of outside CEO successors' prior experience with board diversity. *Academy of Management Best Paper Proceedings*. Lake Buena Vista (Orlando), FL: Academy of Management.
- Gentry, R. J., & Shen, W. 2013. The impacts of performance relative to analyst forecasts and analyst coverage on firm R&D intensity. *Strategic Management Journal*, 34(1): 121-130. <https://doi.org/10.1002/smj.1997>
- Boyd, B. K., Franco-Santos, M., & Shen, W. 2012. International developments of executive compensation. *Corporate Governance: An International Review*, 20(6): 511-518. <https://doi.org/10.1111/j.1467-8683.2012.00934.x>
- Faraci, R., & Shen, W. 2012. Does firm ownership matter? Investors, corporate governance and strategic competitiveness in privately-held firms. In G. B. Dagnino (Ed), *Handbook of Research on Competitive Strategy*. Edward Elgar, London, UK.

- Lin, C., Shen, W., & Su, D. 2011. Executive pay at publicly listed firms in China. *Economic Development and Cultural Change*, 59(2): 417-436. <https://www.doi.org/10.1086/649642>
- Gentry, R. J., & Shen, W. 2010. The relationship between accounting and market measures of firm financial performance: How strong is it? *Journal of Managerial Issues*, 22(4): 514-530. <https://www.jstor.org/stable/25822528>
- Shen, W., Gentry, R. J., & Tosi, H. 2010. The impact of CEO pay on CEO turnover: A test of two perspectives. *Journal of Business Research*, 63(7): 729-734. <https://doi.org/10.1016/j.jbusres.2009.05.008>
- Shen, W., & Lin, C. 2009. Firm profitability, state ownership, and top management turnover at the listed firms in China: A behavioral perspective. *Corporate Governance: An International Review*, 17(4): 443-456. <https://doi.org/10.1111/j.1467-8683.2009.00725.x>
- Knippen, J., & Shen, W. 2009. Taking a closer look: Institutional influences on the presence of women directors. *Academy of Management Best Paper Proceedings*. Chicago, IL: Academy of Management.
- Cho, T. S., & Shen, W. 2007. Changes in executive compensation following an environmental shift: The role of top management team turnover. *Strategic Management Journal*, 28(7): 747-754. <https://doi.org/10.1002/smj.600>
- Podsakoff, N. P., Shen, W., & Podsakoff, P. M. 2006. The role of formative measurement models in strategic management research: Review, critique, and implications for future research. In D. J. Ketchen and D. D. Bergh (Eds.), *Research Methodology in Strategy and Management* (Vol. 3), pp. 197-252. Oxford, UK: ELSEVIER Ltd. [https://doi.org/10.1016/S1479-8387\(06\)03008-6](https://doi.org/10.1016/S1479-8387(06)03008-6)
- Gentry, R. J., Hurst, C., & Shen, W. 2006. Power and politics in relay CEO succession. In C. A. Schriesheim and L. L. Neider (Eds.), *Power and Influence in Organizations: New Empirical and Theoretical Perspectives*, pp. 105-128. Hartford, CT: Information Age Publishing, Inc.
- Shen, W., & Cho, T. S. 2005. Exploring involuntary executive turnover through a managerial discretion framework. *Academy of Management Review*, 30(4): 843-854. <https://doi.org/10.5465/amr.2005.18378881>
- Shen, W. 2005. Improve Board Effectiveness: The Need for Incentives. *British Journal of Management*, 16: S81-S89. <https://doi.org/10.1111/j.1467-8551.2005.00449.x>
- Shen, W. 2003. The dynamics of the CEO – board relationship: An evolutionary perspective. *Academy of Management Review*, 28(3): 466-476. <https://doi.org/10.5465/amr.2003.10196776>

- Tosi, H. L., Shen, W., & Gentry, R. J. 2003. Why outsiders on boards can't solve the corporate governance problem. *Organizational Dynamics*, 32(2): 180-192.
[https://doi.org/10.1016/S0090-2616\(03\)00017-2](https://doi.org/10.1016/S0090-2616(03)00017-2)
- Shen, W., & Cannella, A. A. Jr. 2003. Will succession planning increase shareholder wealth? Evidence from investor reactions to relay CEO succession. *Strategic Management Journal*, 24(2): 191-198. <https://doi.org/10.1002/smj.280>
- Shen, W., & Cannella, A. A., Jr. 2002. Power dynamics within top management and their impacts on CEO dismissal followed by inside succession. *Academy of Management Journal*, 45(6): 1195-1206. <https://doi.org/10.5465/3069434>
- [Paper was included in Mahmoud Ezzamel (Ed.) 2005. *Governance, Directors and Boards* (pp. 74-85), Cheltenham, UK: Edward Elgar.]
- Shen, W., & Cannella, A. A., Jr. 2002. Revisiting the performance consequences of CEO succession: The impacts of successor type, postsuccession senior executive turnover, and departing CEO tenure. *Academy of Management Journal*, 45(4): 717-733.
<https://doi.org/10.5465/3069306>
- Cannella, A. A., Jr., & Shen, W. 2001. So close and yet so far: Promotion versus exit of CEO heirs apparent. *Academy of Management Journal*, 44(2): 252-270.
<https://doi.org/10.5465/3069454>
- [Briefed by *The Economist* (April 28, 2001), *BusinessWeek* (May 14, 2001), and the *Academy of Management Executive* (November, 2001: 137-138.)]
- Shen, W., & Lau, C-M. 2000. The strategic role of party secretaries in Chinese state-owned enterprises during economic reform. In C-M Lau, K. S. Law, D. K. Tse, and C-S Wong (Eds.) *Asian Management Matters: Regional Relevance and Global Impact*, pp. 235-251. London: Imperial College Press.
- Shen, W. 2000. Political dynamics within corporate upper echelons and their impacts on contender versus outsider succession. *Academy of Management Best Paper Proceedings 2000*, H1-H6. Toronto, Canada: Academy of Management.
- Shen, W. 1999. Relative deprivation, relative standing, and their impacts on executive turnover in the CEO succession context: A social psychological framework. *Academy of Management Best Paper Proceedings 1999*, B1-B6. Chicago, IL: Academy of Management.

CONFERENCE PRESENTATIONS

- Shen, W. 2021. Post-COVID corporate governance: Balanced board composition. Keynote speech for the 11th International Symposium of Corporate Governance. Tianjin, China.

- Shen, W. 2021. CEO personalities and firm growth: An explorative analysis. Professional Development Workshop on CEO/TMT research: Future Perspectives. *Academy of Management Annual Meeting*.
- Chi, W., Shen, W., & Zhou, J. 2021. When do board chairs have their personal imprints on firm strategies. *Academy of Management Annual Meeting*.
- Gu, Q., Shen, W., & Lu, L-H. 2020. Is CEO turnover sensitive to firm performance? An informativeness perspective. *Academy of Management Annual Meeting*.
- Hom, P., Shen, W., Shapiro, D. L., Seo, J., Guzzo, R., Nalbantian, H. R. 2020. When leader departures invoke employee turnover. *Academy of Management Annual Meeting*.
- Wang, D., Zhu, Q., Avolio, B., Shen, W., & Waldman, D. 2020. Does the board listen to employees? An investigation of the effect of employee approval on CEO dismissal. *Academy of Management Annual Meeting*.
- Gu, Q., Lu, L-H., & Shen, W. 2019. Socioemotional bond between professional managers and controlling shareholder. *Academy of Management Annual Meeting*, Boston, MA.
- Zhu, Q., Hu, S., & Shen, W. 2019. Why do some new insider CEOs make more strategic changes than others? *Academy of Management Annual Meeting*, Boston, MA.
- Shen, W. 2018. Government regulations on corporate governance in China: Implications for MNEs' global strategies. Showcase Symposium on "Corporate Governance and Global Strategy: Developments and New Opportunities." *Academy of Management Annual Meeting*, Chicago, IL.
- Han, J., Xia, J., Broschak, J., & Shen, W. 2018. Yours versus ours: Different performance implications of executive networks and director networks. *Academy of Management Annual Meeting*, Chicago, IL.
- Jeon, C., Shen, W., & Bundy, J. N. 2018. Responsiveness to status change and corporate acquisitions. *Academy of Management Annual Meeting*, Chicago, IL.
- Aberg, C., Shen, W., Huse, M. 2017. The relationship between board chair human capital and board dynamic managerial capabilities: An empirical exploration. *Strategic Management Society Conference*, Houston, TX.
- Han, J., Xia, J., Broschak, J., & Shen, W. 2017. Different implications of executive social capital and board social capital for firm performance. *Strategic Management Society Conference*, Houston, TX.

- Li, D., Shen, W., & Xie, Z. 2016. New CEO-TMT demography and strategic change: Moderating role of managerial discretion. *Academy of Management Annual Meeting*, Anaheim, CA.
- Ponomareva, Y., Shen, W., & Umans, T. 2016. Boarding monitoring and shareholder wealth: Strategic opportunity vs. Managerial opportunistic costs. *Academy of Management Annual Meeting*, Anaheim, CA.
- Zhu, Q., & Shen, W. 2016. Post-succession strategic change, firm performance, and the role of new CEOs' prior board experience. *Academy of Management Annual Meeting*, Anaheim, CA.
- Shen, W., Zhu, D. H., & Zhu, Q. 2015. Intergroup bias and new CEO turnover. *Academy of Management Annual Meeting*, Vancouver, BC.
- Zhu, D. H., & Shen, W. 2015. How new CEOs' prior board experience affect post-succession executive turnover and performance. *Academy of Management Annual Meeting*, Vancouver, BC.
- Shen, W., & Gentry, R. J. 2014. Too much of a good thing? The impact of board independence on shareholder value creation. *Academy of Management Annual Meeting*, Philadelphia, PA.
- Withers, M., Xu, K., Certo, T., & Shen, W. 2013. Storming the Castle: Leadership Transition at the Top and Competitor Strategic Actions. *Strategic Management Society Conference*, Atlanta, GA. Nominated for the SMS Best Conference Paper Prize.
- Zhu, D. H., & Shen, W. 2013. Reducing CEO-Board Conflicts: The Role of Outside CEO Successors' Prior Board Experiences. *Strategic Management Society Conference*, Atlanta, GA.
- Xie, X., Shen, W., & Li, S. 2013. Organizational Compliance with Government Regulations: The Role of Organizational Status. *Academy of Management Annual Meeting*, Lake Buena Vista (Orlando), FL.
- Zhu, D. H., & Shen, W. 2013. Who will fit in? The impacts of outside CEO successors' prior experience with board diversity. *Academy of Management Annual Meeting*, Lake Buena Vista (Orlando), FL.
- Zhu, D. H. Shen, W., & Hillman, A. 2012. Recategorization: The selection of minority directors and their subsequent influences on boards. *Academy of Management Annual Meeting*, Boston, MA.
- Xie, X., Shen, W., & Li, S. 2012. Heterogeneous firm responses to regulations regarding board independence: Evidence from China. *Academy of Management Annual Meeting*, Boston, MA.

- Knippen, J., & Shen, W. 2011. The need for legitimacy: How firms respond to institutional pressures to appoint women directors. *Academy of Management Annual Meeting*, San Antonio, Texas.
- Zhou, Q., & Shen, W. 2011. Human capital acquisition and post-acquisition turnover of the acquiring firm's CEO: An empirical study. *Academy of Management Annual Meeting*, San Antonio, Texas.
- Shen, W., & Zhang, Y. 2010. Managing minority shareholder relationship in an emerging economy: Evidence from China. *International Association for Chinese Management Research (IACMR) Conference*, Shanghai, China.
- Knippen, J., & Shen, W. 2009. Taking a closer look: Institutional influences on the presence of women directors. *Academy of Management Annual Meeting*, Chicago, IL.
- Knippen, J., & Shen, W. 2008. Almost another decade of corporate women: Finally, progress in boardrooms and executive suites. *Academy of Management Annual Meeting*, Anaheim, CA.
- Gentry, R. J., & Shen, W. 2008. The relationship between accounting and market measures of firm performance: How strong is it? *Academy of Management Annual Meeting*, Anaheim, CA.
- Shen, W., & Zhang, A. Y. 2007. Pay you to be my friends: Dividend payouts as a shareholder management strategy in Chinese publicly listed companies 1998-2002. *Academy of Management Annual Meeting*, Philadelphia, PA.
- Gentry, R., Liang, X., & Shen, W. 2007. Analyst forecasts, firm aspirations, and R&D intensity. *Academy of Management Annual Meeting*, Philadelphia, PA.
- Podsakoff, N. P., Shen, W., & Podsakoff, P. M. 2006. The role of formative measurement models in strategic management research: Review, critique, and implications for future research. *Academy of Management Annual Meeting*, Atlanta, GA.
- Lester, R. H., Shen, W., & Cannella, A. A. 2006. When an outside director takes over as CEO: Too little too late or just in time? *Academy of Management Annual Meeting*, Atlanta, GA.
- Shen, W., Hurst, C., & Liang, X. 2006. Fact or fiction: The impact of CEO heir apparent experience as president/COO on firm performance. *Academy of Management Annual Meeting*, Atlanta, GA.
- Lin, C., Shen, W., & Su, D. 2006. Corporate tournament and executive compensation in a transition economy: Evidence from the publicly listed firms in China. *International Association for Chinese Management Research (IACMR) Conference*, Nanjing, China.

- Shen, W., & Hurst, C. 2005. Heir apparent as president/COO, survival at the top, and firm performance following relay succession. *The 25th Strategic Management Conference*, Orlando, FL.
- Podsakoff, N. P., & Shen, W. 2005. Examples of Constructs Having Formative Indicators in Organizational Behavior and Strategy Research. *Academy of Management Annual Meeting*, Honolulu, Hawaii.
- Faraci, R., Shen, W., & D'Allura, G. M. 2005. Heterogeneity, institutional ownership and family ownership: The case for strategic and organizational restructuring. *International Workshop: Heterogeneity, Diversification, and Performance*, University of Calabria, Italy.
- Cho, T. S., & Shen, W. 2003. The effects of executive turnover on TMT compensation following an environmental shift. *Academy of Management Annual Meeting*, Seattle, WA.
- Shen, W., Tosi, H. L., & Gentry, R. J. 2003. The CEO as sandbagger in the compensation tournament. *Academy of Management Annual Meeting*, Seattle, WA.
- Shen, W. 2002. The dynamics of the power relation between the CEO and the board of directors. *Academy of Management Annual Meeting*, Denver, CL.
- Shen, W., & Cho, T. S. 2002. Exploring involuntary executive turnover through a managerial discretion framework. *Academy of Management Annual Meeting*, Denver, Colorado.
- Cannella, A. A., Jr., & Shen, W. 2001. From heirs apparent to power contestation: The top management group through a sociopolitical lens. Showcase symposium, *Academy of Management Annual Meeting*, Washington, D. C.
- Shen, W. 2000. Political dynamics within corporate upper echelons and their impacts on contender versus outsider succession. *Academy of Management Annual Meeting*, Toronto, Canada.
- Shen, W. 2000. Revisiting the performance consequences of CEO succession: The impacts of successor type, post-succession senior executive turnover, and departing CEO tenure. *Academy of Management Annual Meeting*, Toronto, Canada.
- Shen, W. 1999. Relative deprivation, relative standing, and their impacts on executive turnover in the CEO succession context: A social psychological framework. *Academy of Management Annual Meeting*, Chicago, IL.
- Shen, W., & Lau, C-M. 1998. The strategic role of party secretaries in Chinese state-owned enterprises during economic reform. *Inaugural Conference of the Asia Academy of Management*, Hong Kong.

- Shen, W. 1998. A dynamic model of the strategic alliance formation process: Alliance form and alliance partner selection. *Academy of Management Annual Meeting*, San Diego, CA.
- Shen, W. 1998. Knowledge composition and organizing principle: A knowledge-based view of the effect of top management team on organizational performance *Academy of Management Annual Meeting*, San Diego, CA.
- Shen, W., & Cannella, A. A., Jr. 1998. The effect of CEO heir apparent appointments on shareholder wealth. *Academy of Management Annual Meeting*, San Diego, CA.
- Shen, W. 1997. The role of transformational and transactional leadership in engendering calculative and affective organizational commitment. *Academy of Management Annual Meeting*, Boston, MA.

INVITED PRESENTATIONS

- 2020 The nearness of you: Competitive rankings, tiered-status hierarchies, and strategic risk-taking. The International Association for Chinese Management Research (IACMR) synchronous online research seminar series.
- 2019 Could there be a socioemotional bond? A longitudinal study of professional CEO dismissal in family-controlled firms. The Ninth Annual Rice Strategy Symposium on Emerging Markets, Jones Graduate School of Business, Rice University, Houston, TX.
- Socioemotional bond and professional CEO turnover in family-controlled firms. Antai Graduate School of Management, Shanghai Jiaotong University; Guanghua School of Management, Peking University; School of Economics and Management, Tsinghua University.
- 2018 Board control and shareholder wealth: The moderating role of organizational discretion. School of Management, Fudan University, China.
- Organizational discretion, board control, and shareholder wealth: A contingency perspective. School of National Development, Peking University, China.
- 2017 Board monitoring and firm performance. Nankai University, China.
- 2016 Do demographic differences in sex and race matter in CEO-board relationship? A social psychological perspective on the involuntary turnover of newly appointed CEOs. Kristianstad University, Uppsala University, Sweden.
- Do sex and race matter in CEO-board relationship? A social psychological perspective on the dismissal of newly appointed CEOs. Shanghai Jiaotong University, China.

- Why do some new CEOs make more strategic changes than others? The influence of their prior board experience. Shanghai University of Finance and Economics, China.
- 2015 Are CEOs treated differentially by their boards of directors based on sex and race? A social psychological perspective of involuntary new CEO turnover. University of Arizona, Hong Kong University of Science and Technology.
- 2014 Empirical research on corporate governance in China: A review and new directions for the future. Peking University, Shanghai University of Finance & Economics, China.
- 2013 A survey of research on corporate governance in China. Tsinghua University, Beijing, China.
- 2012 Heterogeneous firm responses to regulations regarding board independence: Evidence from China. Shanghai University of Finance & Economics, China.
- 2011 Welcome aboard... and in a new seat: The addition of women directors in U.S. corporations. Peking University and Shanghai University of Finance & Economics, China.
- 2010 Performance relative to security analysts' earnings forecast, analyst coverage, and firm R&D intensity. Peking University and Shanghai University of Finance & Economics, China.
- 2009 Managing minority shareholder relationship in an emerging market economy: Evidence from China. Department of Management, Arizona State University.
- 2008 Dividend payout and shareholder management in emerging economies: Evidence from China. Samsung Economics Research Institute in Beijing, China.
- Managing leadership transition in CEO succession. Cheung Kong Graduate School of Business, Beijing, China.
- Firm profitability, state ownership, and top management turnover at the listed firms in China: A behavioral perspective. University of Houston.

HONORS AND AWARDS

- 2017 Mays Outstanding Alumni Award, Mays Business School, Texas A&M University
- 2013 Summer Research Grant, W. P. Cary School of Business, Arizona State University
- 2012 Summer Research Grant, W. P. Cary School of Business, Arizona State University
- 2011 Summer Research Grant, W. P. Cary School of Business, Arizona State University

- 2007 Competitive Summer Research Grant, Warrington College of Business Administration, University of Florida
- 2006 Finalist for the Best Conference Paper Award, International Association for Chinese Management Research Conference, Nanjing, China
- 2006 Competitive Summer Research Grant, Warrington College of Business Administration, University of Florida
- 2005 Huber Hurst Faculty Fellow, Warrington College of Business Administration, University of Florida
- 2005 Commitment Summer Research Grant, Warrington College of Business Administration, University of Florida
- 2004 Commitment Summer Research Grant, Warrington College of Business Administration, University of Florida
- 2003 Commitment Summer Research Grant, Warrington College of Business Administration, University of Florida
- 2001 Fellow of GE Teaching Institution at Rutgers University.
- 2000 BPS Outstanding Reviewer Award from the Business Policy and Strategy Division of the Academy of Management.

Finalist for an Association of Former Students Distinguished Graduate Student Award for Doctoral Research, Texas A&M University
- 1999 The 1999 Robert J. Litschert Best Doctoral Student Paper Award from the Business Policy and Strategy Division of the Academy of Management.
- 1998 Research Grant from the Center for International Business Studies and Department of Management, Texas A&M University
- 1998 International Education Study Grant, Texas A&M University
- 1998 Graduate School of Business Scholarship, Texas A&M University
- 1997 College of Business Administration Ph.D. Fellowship, Texas A&M University
- 1996 Regents Graduate College Fellowship, Texas A&M University
- 1995 Excellent Graduate Award, Peking (Beijing) University, P. R. China

PROFESSIONAL ACTIVITIES AND SERVICES

- 2021 Vice president and Program Chair International Association of Chinese Management Research (IACMR)
- Member, Best Symposium Award Committee, Organization and Management Theory Division, Academy of Management Annual Meeting
- 2020 Member, Best International Paper Award Committee, Organization and Management Theory Division, Academy of Management Annual Meeting
- 2019 Vice president and Program Chair Elect, International Association of Chinese Management Research (IACMR)
- Faculty Advisor, Research Method Workshop by the International Association of Chinese Management Research (IACMR), Harbin University of Technology, Harbin, China
- Member, Best Conference Paper Award Committee, Organization and Management Theory Division, Academy of Management Annual Meeting, Boston, MA
- Faculty Mentor, Chinese Management Scholars' Community Alum Reunion, Boston, MA
- 2018 PDW Program Chair, International Association of Chinese Management Research (IACMR) Conference, Wuhan, China
- Member, Best Conference Paper Awards Committee, International Association of Chinese Management Research (IACMR) Conference, Wuhan, China
- Faculty Mentor, Chinese Management Scholars' Community Alum Reunion, Chicago, IL
- 2017 Faculty Advisor, Research Method Workshop by the International Association of Chinese Management Research (IACMR), Huazhong University of Science and Technology, Wuhan, China
- Session Panelist, "New Directions in International Corporate Governance Research", Strategic Management Society Conference Extension, Houston, TX.
- Session Panelist, "Board of Directors: Pawns or Potentates?" Strategic Management Society Conference, Houston, TX.
- 2016 Faculty Mentor, Chinese Management Scholars' Community Alum Reunion, Anaheim, CA.
- Co-Chair, Best Conference Paper Awards Committee, International Association of Chinese Management Research (IACMR) Conference, Hangzhou, China

- Session Chair, “Corporate Governance”, Biennial International Association of Chinese Management Research (IACMR) Conference, Hangzhou, China
- Faculty Organizer and Program Chair, Strategic Management Research Forum, Shanghai University of Finance and Economics, Shanghai, China
- 2015 Session Chair, “CEO Compensation: Signaling, Benchmarking, Categorization and Institutional Theories”, Academy of Management Annual Meeting, Vancouver, BC, Canada
- Faculty Advisor, “Managing Dissertation”, Chinese Management Scholars’ Community Reunion, Vancouver, BC, Canada
- Faculty Advisor, Research Method Workshop by the International Association of Chinese Management Research (IACMR), Tianjin University, Tianjin, China
- Faculty Co-Organizer and Co-Chair, Strategic Management Research Forum, Shanghai University of Finance and Economics, Shanghai, China
- 2014 Session Chair, “Emotions, Identity and Rationality: Empirical Studies in Non-Traditional Settings”, Academy of Management Annual Meeting, Philadelphia, PA
- Faculty Panelist, Chinese Management Scholars’ Community Alum Reunion and Mentor’s Camp, Philadelphia, PA
- Faculty Organizer and Chair, Strategic Management Research Forum, Shanghai University of Finance and Economics, Shanghai, China
- 2013 Faculty Advisor, Research Method Workshop by the International Association of Chinese Management Research (IACMR), Tongji University, Shanghai, China
- Faculty Advisor, Research Method Workshop by the International Association of Chinese Management Research (IACMR), Lanzhou University, Gansu, China
- Faculty Advisor/Mentor, Chinese Scholar Development Workshop by the Chinese Management Scholars’ Community, Orlando, FL
- Faculty Co-organizer, Strategic Management Research Forum, Shanghai University of Finance and Economics, Shanghai, China
- 2012 Faculty Advisor of the Chinese Scholar Research Forum in Boston, MA
- 2011 Chair, “Board Influences on Organizational Actions”, Academy of Management Annual Meeting, San Antonio, TX

- 2010 Chair/Discussant, “Executive Leadership and Corporate Governance”, International Association of Chinese Management Research Conference, Shanghai, China.
- Facilitator, “Ownership and CEO Leadership in Chinese Firms”, International Association of Chinese Management Research Conference, Shanghai, China.
- 2008 Panelist, “China-Related Strategy Research: Critical Issues and Challenges for Publication”, International Association of Chinese Management Research Conference, Guangzhou, China.
- 2007 Panelist, “Surviving and Thriving in (U.S.) Academia”, in *Building a Balanced Research-Centered Academic Career: A Workshop for Chinese Scholars in Strategy Management*, Organized by Ming-Jer Chen, Philadelphia, PA.
- 2004 Chair of the session “TMT’s: Characteristics and Consequences” (Session # 1107) at the *Academy of Management Annual Meeting* in New Orleans, LA
- 2003 Faculty panelist of a workshop for graduate students on “Career Talk: Networking throughout Your Career”, University of Florida
- 2002 Member of the 2002 SMS/McKinsey Best Paper Prize Committee
- 2001 Facilitator of the session “Issues Concerning Top Executives in the Organization” (Session # 33915) at the *Academy of Management Annual Meeting* in Washington, D.C.
- 2000 Chair of the session “Top Management Teams: Composition and Process” (Session # 40150) at the *Academy of Management Annual Meeting* in Toronto, Canada.
- 1998 Program Committee Co-Chair of the 13th *Annual Texas Conference on Organizations*, Lago Vista, Texas.
- 1998 Participant of the Doctoral Student Consortium at the Business Policy and Strategy Division, Academy of Management, San Diego, California

Editorship

- Area Editor, *Quarterly Journal of Management* (Chinese), 2016 – present
- Guest Editor, *Corporate Governance: An International Review*, 2012: Special Issue on executive compensation
- Guest Editor, *Journal of Management and Governance*, 2014: Special Issue on the relationship between strategic management and corporate governance

Editorial Board Member

- Academy of Management Journal*, 2005 – 2010
- Academy of Management Review*, 2008 – 2017
- Journal of Management and Governance*, 2006 – present
- Strategic Management Journal*, 2008 – present
- Management and Organization Review*, 2015 – present

Ad hoc reviewer for

Administrative Science Quarterly
British Journal of Management
Corporate Governance: An International Review
IEEE Transactions on Engineering Management
Journal of Management Studies
Journal of Business Research
Journal of International Business Studies
Leadership Quarterly
Management Science
Organization Science
Scandinavian Journal of Management

Academy of Management Annual Meeting
Academy of International Business Annual Meeting
International Association for Chinese Management Research Conference
Strategic Management Society Annual Meeting

Member

Academy of Management
Strategic Management Society
International Association for Chinese Management Research

COMMITTEE SERVICES

- 2017 Chair of Department Chair Search Committee
Member of Department Promotion and Tenure Committee
Member of the DBA Program Faculty Supervisory Committee
- 2016 Member of Department Promotion and Tenure Committee
Member of the DBA Program Faculty Supervisory Committee
Member of Department PhD Recruiting Committee
- 2015 Member of the DBA Program Faculty Supervisory Committee
Member of Department PhD Program Committee
- 2014 Member, Micro Meets Macro (MMM) Conference Committee
Member of the DBA Program Faculty Supervisory Committee
Member of Department PhD Program Committee
- 2013 Member of Department Chair Search Committee
Member of the DBA Program Faculty Supervisory Committee
Member of Department PhD Program Committee
- 2012 Member of the DBA Program Faculty Supervisory Committee

- Member of Department PhD Program Committee
- 2011 Interim PhD Program Director
- 2010 Member of Department Ph.D. Admission Committee
Member of Department Strategy Search Committee
- 2007 Member of Department Ph.D. Admission Committee
- 2006 Member of College Undergraduate Program Committee
Member of Department Ph.D. Admission Committee
Member of Department Chair Selection Committee
- 2005 Member of College Undergraduate Program Committee
Member of Department Ph.D. Admission Committee
- 2004 Member of MAIB Project Committee
Member of Minority Affairs Committee
- 2003 Member of MAIB Project Committee
Member of Department Recruiting Committee
Member of Minority Affairs Committee
Member of Department Ph.D. Admission Committee

PhD Students Supervised

Chunhu Jeon (Co-Chair) – Arizona State University, current
 Qi Zhu (Co-Chair) – Arizona State University, graduate in 2019
 Jennifer M. Knippen (Member) – University of Florida, graduated in 2011
 Qiong Zhou (Member) – University of Florida, graduated in 2008
 Hamilton Silva (Member) – University of Florida, graduated in 2007
 Qiong Wang (Member) – University of Florida, graduated in 2007
 Richard J. Gentry (Chair) – University of Florida, graduated in 2006
 Chen Lin (Member) – University of Florida, graduated in 2006
 Eric Fong (Member) – University of Florida, graduated in 2004
 Jane E. Barnes (Member) – Rutgers University, graduated in 2002

COURSES TAUGHT

Global Corporate Strategy (DBA program)

Strategic Leadership (Full time MBA program, Masters of Sciences in Management Program)

Strategic Management (Traditional MBA Program, Masters of Accounting Program,
Undergraduate Program)

Global Strategic Management (Masters of Science in Management Program, Masters of Arts in International Business Program)

Business Policy (Professional MBA Program)

Strategy Process and Structure in Organizations; Strategic Management (Doctoral Seminars)