

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

- 2009-Present Jones School Distinguished Associate Professor of Management
Jesse H. Jones Graduate School of Business, Rice University
- 2007-Present 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 economies
International strategic alliances and foreign direct investment in emerging economies

TEACHING EXPERIENCE

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

Globalization of Business (MBA)
Strategic Issues for Global Businesses (MBA, Professional MBA, and Executive MBA)
International Strategic Alliances (MBA, Professional MBA, and Executive MBA)
Corporate Governance (MBA and Executive MBA)

EDITORSHIPS AND EDITORIAL REVIEW BOARDS OF ACADEMIC JOURNALS

2010-2013 Associate Editor, Academy of Management Journal
2010-2013 Consulting Editor, Management and Organization Review
2010-2011 Guest Editor of the Special Issue of “Knowledge Search, Spillovers and Creation in Emerging Markets” of Management and Organization Review
2007-2010 Editorial Review Board, Academy of Management Journal
2009- Editorial Review Board, Strategic Management Journal
2003- Editorial Review Board, Journal of Small Business Management
2008- Editorial Advisory Board, Journal of Chinese Entrepreneurship

ACADEMIC HONORS AND AWARDS

2010 **Strategic Management Society (SMS) Emerging Scholar Award.**

2010 **Scholarship Excellence Award**, Jesse H. Jones Graduate School of Business, Rice University.

2009-Present **Jones School Distinguished Associate Professor of Management**, Jesse H. Jones Graduate School of Business, Rice University

2009-2011 **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

- 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).
- July 2009-June 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 Yu Li,, “Agglomeration and competitive advantage: How firm heterogeneity and cluster heterogeneity matter?” A grant from National Science Foundation of China (NSFC), 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.” A grant from Guanghua Leadership Institute, Peking University, China, November 2010-November 2013.

REFERRED JOURNAL PUBLICATIONS

Wiersema, M. and **Zhang, Y.** Forthcoming. CEO dismissal: The role of investment analysts. Strategic Management Journal.

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 paper was cited by e! Science News, Science Centric, FirstScience.com, Physorg.com, and newstin.com.

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, Don 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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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

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.

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

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.

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.

Zhang, Y. and Rajagopalan, N. 2003. Explaining New CEO Origin: Firm Versus Industry Antecedents, Academy of Management Journal, 46(3): 327-338.

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.

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.

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.

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.

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

Zhang, Y. and Rajagopalan, N. 2010. CEO succession planning: Finally at the center stage of the boardroom. Business Horizons, 53: 455-462.

- This paper is included at Harvard Business School Press (Product number: BH400-PDF-ENG).

Rajagopalan, N. and **Zhang, Y.** 2009. Recurring failures in corporate governance: A global disease? Business Horizons, 52: 545-552.

- This paper is included at Harvard Business School Press (Product number: BH356-HCB-ENG).

Rajagopalan, N. and **Zhang, Y.** 2008. Corporate governance reforms in China and India: Challenges and opportunities. Business Horizons, 51: 55-64.

- This paper is included at Harvard Business School Press (Product number: BH264).

Zhang, Y. and Rajagopalan, N. 2006. Grooming for the Top Post and Ending the CEO Succession Crisis, Organizational Dynamics, 35(1): 96-105.

BOOK CHAPTERS

Zhang, Y. Forthcoming. CEO leadership: A research agenda. In Carpenter, M. (Ed.), The Handbook of Research on Top Management Teams: Chapter 14. London: Edward Elgar Publishing.

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.

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.

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.

PAPERS UNDER REVIEW / WORK-IN-PROGRESS

Wiersema, M. and **Zhang, Y.** Executive turnover in the stock option backdating wave: When a firm gets implicated makes a difference. Under revision and resubmission for Strategic Management Journal.

Zhang, Y., Li, H., and Li, Y. FDI spillovers over time: The roles of foreign firms' entry pattern, intangible assets, and location choices. Under preparation for submission to Strategic Management Journal.

Groening C., Mittal V., and **Zhang, Y.** Firm valuation: How does the consistency in external stakeholders' appraisals matter? Under preparation for submission to Organization Science.

Shen, W. and **Zhang, Y.** Managing minority shareholder relationship in an emerging market: Controlling shareholder ownership, dividend payout, and firm market valuation. Under preparation for submission to Strategic Management Journal.

Li, Y., **Zhang, Y.**, Zhou, L-A., and Zhang, W-Y. Performance differentials between returnee and homegrown entrepreneurs in China's technology industries. Under preparation for submission to Strategic Management Journal.

Li, H., Schoonhoven, C.B., and **Zhang, Y.** Localized resource conditions and growth of organizational Communities: Evidence from China's National Technology Development Zones 1988-2000. Work in progress.

Zhang, Y. and Shen, W. Shareholder relationship management across CEO tenure: The case of dividend payouts in China's publicly listed companies. Work in progress.

Zhang, Y. and Li, Y. Outward FDI from an emerging market: An information asymmetry perspective. Work in progress.

CONFERENCE PRESENTATIONS

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.

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.

Li, H., **Zhang, Y.**, and Zhou, L-A. Performance differentials between returnee and homegrown 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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.**

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.

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.

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.

Zhang, Y. Why are New CEOs Dismissed? – The Effect of Succession Contexts. Presented at the Strategic Management Society Annual Meeting, Orlando, Florida, October 2005.

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.**

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.

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.

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.

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.

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.

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.

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.**

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.

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.

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.

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.**

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.**

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.**

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.

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.

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.

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.

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.

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.**

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.

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.

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.

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

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.

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 School of Business, Sun Yen-Sen (Zhangshan) University, China, July 2010.

Invited to present at the Faculty of Business and Economics, University of Hong Kong, June 2010.

Invited to present at the Department of Management, the Chinese University of Hong Kong, June 2010.

Invited to present at the Center for Corporate Governance at Copenhagen Business School, Copenhagen, Denmark, June 2010.

Invited to present at the Center for Advanced Management Studies at the University of Munich, Munich, Germany, May 2010.

Invited to teach the Strategy Research Summer Camp, co-sponsored by China's Ministry of Education, National Science Foundation of China, and Renmin University, China. July, 2009.

Invited to present at Guanghua School of Management, Peking University, September 2009.

Invited to present at the School of Business, Nanjing University, September 2009.

Invited to present at the School of Business, Hong Kong Polytechnic University, July 2009.

Invited to present at the School of Business, Sun Yen-Sen (Zhangshan) University, China, June 2009.

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

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

Invited to present at the School of Business, Fudan University, China, December 2008.

Invited to present at the School of Business, Nanjing University, China, December 2008.

Invited to present at the Paul Merage School of Business, University of California at Irvine, December 2008.

Invited to speak at the 3rd Merger and Acquisition Conference, Shanghai, China, July, 2008.

Invited to present at the School of Business, Nanjing University, China, July 2008.

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 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.

Invited Presentation, “Corporate diversification and CEO dismissal: The impact of CEO and board attributes”, the Department of Management, Sam Walton College of Business, University of Arkansas, September 2007.

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

Invited Presentation, “Local Resources and Growth of Industrial Communities: Evidence from China’s National Technology Development Zones 1988-2000”, the School of Economics & Management, Tsinghua University, China, June 2007.

Invited Presentation, “Pay You to Be My Friends: Dividend Payouts as a Shareholder Management Strategy in Chinese Publicly Listed Companies 1998-2002”, the Department of Management of Organizations, The Hong Kong University of Science and Technology, June, 2007.

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

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

Invited Presentation 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.

Zhang, Y. “CEO Succession: An Empirical Inquiry,” Jones School Council of Overseers, April 6, 2005.

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

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

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.

Invited Presentation (with Li, H.), “Ties with Service Intermediaries: How Do They Matter in Chinese New Technology Ventures?” the School of Management, Xi’an Jiaotong University, Xi’an, China, June 28, 2004.

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

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

Invited Presentation, “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 Presentation (With Li, H.), “Effective Implementation of Management Localization Practices in MNC Overseas Subsidiaries: Evidence from 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 Presentation (with Li, H.), “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.

Distinguished Speaker at College of Business, Prairie View A&M University, October 3, 2003.

Invited Presentation, “Explaining New Product Development in IJVs in a Transitional Economy: The Role of Local Control and Local Market Focus”, the Department of Management, Texas A&M University, November 1, 2002.

MEDIA RELEASES

“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 MENTIONS

Yan A. Zhang, 2010. “It matters whether CEO is from inside or outside.” Houston Chronicle, February 14, 2010: B10-B11.

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

Faculty Committees:

Chair of Jones School Research Committee (2010-2011)

Jones School Dean Review Committee (2009-2010)

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)

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)

Program 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) (2009-2011).

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 of Hong Kong, since 2004.

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

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.

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.