

# CURRICULUM VITAE

Sibin Wu, Ph.D.  
Professor of Strategic Management and Entrepreneurship  
Robert C. Vackar College of Business & Entrepreneurship  
University of Texas – Rio Grande Valley  
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## EDUCATION & TRAINING

### **University of Wisconsin-Milwaukee, Milwaukee, WI**

Ph.D.-2004: Strategic Management & Entrepreneurship

Dissertation: Nascent entrepreneurs: motivation, aspiration and opportunity search

M.S.W.-1996: Research and Administration

### **Beijing Normal University, Beijing, China**

BA-1989: English Linguistics

### **University of North Carolina-Chapel Hill, NC**

July 2007. Entrepreneurship Junior Faculty Boot-camp

## HONORS AND AWARDS

**Best paper award** at the *3rd Frontiers of Business Research in China International Symposium*, Renmin University, Beijing, China, June, 2016.

**John Jack Award** to the overall best paper presented at the United State Association of Small Business and Entrepreneurship (USASBE) Annual Conference dealing with entrepreneurship by women or minorities or under conditions of adversity. USASBE is the premier conference for entrepreneurship teaching and research, Tampa, FL, 2015.

**Greg Chow Fellowship** by Chinese Economists Society to teach at Tongji University, Shanghai, China, 2015

**Excellence for Service** award at UTPA College of Business Administration, 2012

**Faculty Development** Program Grant at UTPA 2012

**Student Research Mentor of the Year** at COBA, 2012

**Excellence for Teaching** award at UTPA College of Business Administration, 2011.

**Teaching Fellowship** by Overseas Young Chinese Forum, summer 2011 at Tongji University, Shanghai, China.

**United State Hispanic Chamber of Commerce Trainer** since 2010 at Los Angeles, Dallas, San Diego, Miami and Chicago

**Greg Chow Fellowship** by Chinese Economists Society:

2008 at Yunnan University, Kunming, China

2009 at Tsinghua University, Beijing, China.

**COBA VIP Best Faculty Mentor** award, May 2009

**Master Professor and BSI Grand Champion** of December 2008, May 2009, Glo-Bus simulation competition: see the following

<http://www.glo-bus.com/stats/mvp.html>

<http://www.glo-bus.com/stats/GrandChampions.html>

Junior faculty entrepreneurship bootcamp: summer 2007

2003 Academy of Management National Meetings, ENT Division – Doctoral student consortium

## **ADMINISTRATIVE POSITIONS and ACCOMPLISHMENTS**

**Founding Department Chair**-University of Texas Rio Grande Valley since September 2015

**Department Chair**-University of Texas-Pan American from March 2013 to August 2015

Won Inaugural Department Excellence Award in Faculty Mentoring. The award was given to a department at UTPA for creating a culture of mentoring and support for junior faculty and making a positive impact on their advancement, May 2015

**Associate editor-Business Research Quarterly** since 2018

## **BOOKS and BOOK CHAPTERS**

Li, Y., & Wu, S., 2020. The Power of Words in Crowdfunding. In, Negrão C. (Eds), Multidisciplinary Approaches to Crowdfunding Platforms, IGI Global Publishing.

Redd, T, Abebe, M, & Wu, S., 2016. Entrepreneurial Network Composition and the Venture Creation Process: An Empirical Investigation (p. 29-47). In Lamine W. (Eds), The Volume of Entrepreneurial Process and Social Networks: A Dynamic Perspective. Edward Elgar Publishing

Zhu, X & Wu, S. (co-editors), 2010. The Volume of Business Administration in the Series on the Frontiers of Western Research in the Humanities and Social Sciences. China Renmin University Press.

Wu, S., 2010. "Entrepreneurship and SME Management" (pp.246-263), In Zhu, X & Wu, S. (Eds.), The Volume of Business Administration in the Series on the Frontiers of Western Research in the Humanities and Social Sciences. China Renmin University Press.

## **JOURNAL PUBLICATIONS**

Li, Y, Xiao, N., & Wu. (conditionally accepted)., The devil is in the details: The effect of nonverbal cues on crowdfunding success. *Information and Management*. (ABS, 3; ABDC, A\*; IF, 7.56)

Liang, X., Zhou, R., Yan, J., & Wu, S. (forthcoming). Does Internationalization give firms a second life? Evidence from turnaround attempts of declining firms during performance decline. *European Journal of International Management*. (ABS, 2; IF, 2.51)

Su, T., Hou, W., Levitas, E., & Wu, S. 2021. Product complexity and strategic alliances on drug approval. *American Business Review*. (ABDC, A)

Liang, X., Xiu, L., Fang, W., & Wu, S., 2020. How did a local guerrilla turn into a global guerrilla? Learning how transformational change happened under dynamic capabilities from the rise of Huawei. *Journal of Organizational Change Management*. 33(2): 401-414. (ABS, 2; IF, 2.29).

- Zhou, R., & Wu, S. (2020). Opportunity Finding by Nascent Entrepreneurs: Accidental or Purposeful?. *Frontiers in psychology*, 11. (ABS, 1; IF, 2.99)
- Redd, T. C., & Wu, S. (2020). Gender Differences in Acquiring Business Support from Online Social Networks. *Journal of Women's Entrepreneurship and Education*, 22.
- Liang, X., Wu, S., & Zhang, S., 2018. From friendship to family: Jiangyiqi and strong interpersonal relationship development in Chinese culture. *Management and Organization Review*. 14(2):275-303. (ABS, 3; ABDC, A; IF, 2.07)
- Chen, S., Joardar, A., & Wu, S., 2017. Emerging differently: An examination of entrepreneurial optimism in emerging economies. Accepted at the *International Journal of Business and Emerging Markets*. 9(4):354-374 (ABS, 1)
- Joardar, A & Wu, S., 2017. Liabilities and benefits: Examining the two sides of the foreignness coin from entrepreneurial perspective. *International Business Review*. 26(6):1157-1167 (ABS, 3; ABDC, A; IF, 5.92)
- Liang, X., Xiu, L, Wu, S., & Zhang S., 2017. In Search of Sustainable Legitimacy of Private Firms in China. Accepted at the *Chinese Management Studies*. 11(3):555-578. (ABS, 1; IF, 1.68)
- Zhang, H, L, Y, Wang, B, & Wu, S. 2015. The Impacts of Technological Environments and Co-creation Experiences on Customer Participation, *Information and Management*, 52:468-482. (ABS, 3; ABDC, A\*; IF, 7.56)
- Chen, S. Bu, M., Wu, S., & Liang, X., 2015. Executive cognition and firm innovation activities: The moderating role of corporate governance. *Journal of Business Research*. 68(5):1127-1135. (ABS, 3; ABDC, A; IF, 7.56)
- Wu, S., Wang, B, & Li, Y., 2015. How to Attract the Crowd in Crowdfunding? *International Journal of Entrepreneurship and Small Business*. 24(3):322-334. (ABS, 2)
- Chen, S., Shen, Y., Naznin, P., Wang, H. & Wu, S., 2014. Types of poverty and entrepreneurial intention in Bangladesh. *Social Behavior and Personality; an international journal*, 42(5): 857-867. (IF, 0.68).
- Joardar, A., Wu, S. & Chen, S., 2014. National Culture, Type of Entrepreneurs and Outsourcing Success. *International Entrepreneurship and Management Journal*. 10 (3): 643-659. (ABS, 1; IF, 5.94)
- Joardar, A., Kostova, T, & Wu, S., 2014. Expanding International Business Research on Foreignness: A Viewpoint. *Management Research Review*. 37(12):1018-1025 (ABS, 1)
- Chen, S., Liao, Z, Tammi, R, & Wu, S., 2013. Laotian entrepreneurs' optimism and new venture performance. *Social Behavior and Personality: an international journal*. 41(8):1267-1278. (IF, 0.68).

Wu, S., James, M., Wang, B., & Jung, J., 2012. An agency approach to family business success in different economic conditions. *International Journal of Management Practice*. 5(1):25-36. (ABS, 1)

Chen, S., Su, X., & Wu, S. 2012. Need for achievement, education, and entrepreneurial risk-taking behavior. *Social Behavior and Personality: an international journal*, 40(8), 1311-1318. (IF, 0.68).

Wu, S., Liang, X., 2012. An examination of the relationship between corruption and national entrepreneurial activity. *World Review of Entrepreneurship, Management, and Sustainable Development*, 8:478-489. (ABS, 1)

Liang, X., Liu, Y., Wu, S., & Zhang, S., 2012. Interim CEOs: Fending Knights or Masked Kings. *Corporate Governance: The International Journal of Business in Society*. 12(3): 367-377. (ABS, 2)

Wu, S., & Joardar, A. 2012. The Effect of Cognition, Institutions, and Long Term Orientation on Entrepreneurial Ethical Behavior: China vs. US. *Frontiers of Business Research in China*, 6(4), 496-507.

Joardar, A., & Wu, S., 2011. Entrepreneurial orientation as a remedy for liability of foreignness. *Canadian Journal of Administrative Science*. 28(3):328-340. (ABS, 2; IF, 1.69)

Lu, Y., Lin, J., Wang, B., & Wu, S, 2011. Initial trust and adoption of mobile brokerage service. *International Journal of Mobile Communications*, 9(2):124-143. (ABS, 2)

Jung, J., Wang, Y., & Wu, S., 2009. Competitive Strategy, TQM Practice, and Continuous Improvement of International Project Management: A Contingency Study. *International Journal of Quality and Reliability Management*, 26(2):164-183. (ABS, 2)

Liang, X., Wu., S., & Jung, J., 2009. Recoupling Compensation-Performance Relationship: A mediating role of Performance. *International Journal of Human Resources Development and Management*. 9(4):317-333.

Wu, S., & Jung, J., 2008. Entrepreneurship training programs: are they helpful to nascent entrepreneurs? *Journal of Entrepreneurship Education*. 11:43-51.

Wu, S., Matthews, & L, Dagher, G., 2007. Need for achievement, business goals and nascent entrepreneurs' persistence. *Management Research News (Management Research Review)*. 30(12):928-941. (ABS, 1)

Wu, S., 2007. The relationship Between National Culture and National Entrepreneurial Activity. *World Review of Entrepreneurship, Management and Sustainable Development*. 3(2):127-141. (ABS, 1)

Wu, S., Levitas, E., & Priem, R. 2005. CEO Tenure and Pharmaceutical Patent Filings: Under Differing Levels of Technological Uncertainty. *Academy of Management Journal*, 48(5):859-873. (ABS, 4\*; IF, 10.19)

## CONFERENCE PRESENTATIONS (blind reviewed)

Hou, W, Lovett, S., & Wu, S. International Acquisitions and CEO Stock-Based Compensation. Accepted for presentation at the *Southern Management Association Annual Conference*, New Orleans, LA, November, 2021.

Pham, C., Li, Y, & Wu, S. Combining Guanxi with Relationship Marketing: The Exploration of Defining Quan He in Vietnam. Accepted to present at the *International Association of Chinese Management Research annual Conference*, Xi'an, China, June, 2020.

Yang, X., Hou, W, & Wu, S. Seeking the perfect match. Presented at the *Academy of Management Annual Conference*, Boston, MA, August, 2019.

Li, Y, Welbourne, J., & Wu, S. Likability in Crowdfunding-Does it Matter? Accepted for presentation at the *Academy of Management Annual Conference*, Chicago, Illinois, August, 2018.

Levitas, E., Su, Taoyong, Hou, W., & Wu, S. Behavioral Economics in Research Alliances: Intrinsic Motivation, Loss Aversion, Performance. Accepted for presentation at the *Academy of Management Annual Conference*, Chicago, Illinois, August, 2018.

Yang, X., Li, Y, & Wu, S. Family business priorities: A comparison of US and China. Accepted for presentation at the *International Association of Chinese Management Research annual Conference*, Wuhan, China, June, 2018.

Li, Y, Wu, S, & Redd, T. Simplicity as a virtue: The effect of readability and complexity on crowdfunding attractiveness. Accepted for presentation at the *Academy of Management Annual Conference*, Anaheim, California, August, 2016.

Chen, S., Joardar, A, Hou,W., & Wu, S. Emerging Differently: Empirical Examination of Entrepreneurial Optimism and Performance in Developing Countries. Accepted for presentation at the *Academy of International Business Annual Conference*, New Orleans, June, 2016.

Li, Y & Wu, S., Why doesn't China have its own Steve Jobs? An exploratory research on the factors influencing the opportunity evaluation of entrepreneurs. Accepted for presentation at the *International Association of Chinese Management Research Conference*, Hangzhou, China, June 2016.

Li, Y & Wu, S., How does guanxi affect the supplier selection and performance? Accepted for presentation at the *International Association of Chinese Management Research Conference*, Hangzhou, China, June 2016.

Su, T, Wu, S., & Li, Y., Social Responsibility: Aligning Stakeholders' Interests and Making Sensible Tradeoffs, Accepted for presentation at the *3rd Frontiers of Business Research in China International Symposium*, Renmin University, Beijing, China, June, 2016.

Li, Y, Su, T., & Wu, S, How the Entrepreneur's Symbols Affect Entrepreneurial Performances?" Accepted for presentation at the *3rd Frontiers of Business Research in China International Symposium*, Renmin University, Beijing, China, June, 2016.

Redd, T., & Wu, S., Online Social Networking & Entrepreneurs: The Gender Effect. Presented at the *United States Association for Small Business and Entrepreneurship (USASBE)* annual conference, San Diego, CA, January, 2016.

Brown, R., & Wu, S., Does entrepreneurs' optimism pass on to their employees? Presented at the *United States Association for Small Business and Entrepreneurship (USASBE)* annual conference, San Diego, CA, January, 2016.

Li, Y, Wu, S., Xiao, N. Redd, T. Smile: Click! Here is your money! The effect of non-verbal computer-mediated communication on crowdfunding success. Presented at the *Academy of Management Annual Conference*, Vancouver, Canada, August, 2015.

Joardar, A & Wu, S. To benefit or not to benefit? Examining the duality of foreignness and entrepreneurial orientation on performance. Presented at the *Academy of International Business Annual Conference*, Bangalore, India, June, 2015.

Wang, B., Wu, S., & Peoples, J. Technology, Scale and Infrastructure Investment's Contribution to Productivity Growth in Chinese Manufacturing. Presented at the *Chinese Economists Society* annual conference, Chongqing, China, June, 2015.

Redd, T., & Wu, S. The Influence of Environmental Context on Social Network Orientation among U.S. Minority Groups. Presented at the *United States Association for Small Business and Entrepreneurship (USASBE)* annual conference, Tampa, FL., January, 2015

Liang, X., Zhang, S., & Wu, S., Jiang Yiqi, Trust and Guanxi: The Trios of Interpersonal Relationship in Chinese Culture. Presented at the *International Association of Chinese Management Research Conference*, Beijing, China, June 2014.

Xie, P., Li, X., & Wu, S., Diversification as a Circumvention Strategy to Institutional Constraints in China: An Official-Entrepreneur Exchange Perspective. Presented at the *International Association of Chinese Management Research Conference*, Beijing, China, June 2014.

Wu, S., Li, Y, & Wang, B., Crowdfunding: How to attract the crowd. Presented at the *annual conference of Chinese Economists Society*, Guangzhou, China, June 2014.

Joardar, A, & Wu, S. An empirical analysis of the dual effects of EO and foreignness on entrepreneurial performance. Presented at the *Academy of International Business*, Istanbul, Turkey, July 2013.

Wang, H, Qiu, Q, & Wu, S. Foreignness as liabilities of benefits? A comparison between Chinese entrepreneurs in US and American entrepreneurs in China? Presented at the *Academy of International Business Journal of International Business Studies Workshop* at Istanbul, Turkey. July, 2013.

Chen, S. Bu, M., Liang, X., & Wu, S. Executive cognition and firm innovation activities: The moderating role of corporate governance. Presented at the *Academy of Management annual conference*, Boston, August, 2012.

Chen, S, Joardar, A. & Wu, S. National Culture, Type of Entrepreneurs and Outsourcing Success. Presented at the *Academy of International Business annual conference*. Washing DC, June-July, 2012.

Wu, S. Entrepreneurial ethical behavior in China and in US: An examination of cognition, institutions, and long term cultural orientation. Presented at the *International Association of Chinese Management and Research*. Hong Kong, China. June, 2012.

Joardar, A. & Wu, S. Impact of Foreignness on Entrepreneurial Business Performance: Liability or Benefit? Accepted for presentation at the *Academy of International Business annual conference*. Nagoya, Japan, 2011.

Zhang, S., Liang, X., Zhou, M., & Wu, S., 2010. Does internationalization give firms a second life? Evidence from turnaround attempts of declining firms during performance decline. Presented at the *Academy of Management annual conference*. Montreal, August, 2010.

Wu, S. & James, M. An Agency approach to family business success in different economic conditions. Presented at *IFERA@China 2010 Family Business Forum*. Zhuhai, China, January, 2010.

Wu, S. Corporate social responsibility strategies: a four C framework. Accepted for presentation at the *International Symposium on Social Responsibility, Entrepreneurship and the Common Good*. Rennes, France, January 2010.

Wu, S. Need for Achievement, Organization Goals, the Fit and Entrepreneurial Persistence. Presented at *Academy of Management annual conference*. Chicago, August, 2009.

Liang, X., Wu, S., Liu, Y., & Zhang, S. Interim CEOs: Fending Knights or Masked Kings. Presented at *Academy of Management annual conference*. Chicago, August, 2009.

Wu, S. & Wang, L. Executive decision making and firm turnaround success. Presented at the *2nd Rikkyo University International Business Studies Symposium: Globalization, Challenges for Managers, and Calls for Leadership*. Tokyo, Japan, June 2009.

Wang, L., Dagher, G. K., & Wu, S. Perceived equity and unionization propensity: A Study conducted in China. Presented at the *2nd Rikkyo University International Business Studies Symposium: Globalization, Challenges for Managers, and Calls for Leadership*. Tokyo, Japan, June 2009.

Huy, T. Q., Wu, S., & Zhang, S., 2008. Entering Vietnam: an institutional voids approach. Presented at *Midwest Academy of International Business Annual Conference*. Chicago, April 2008.

Liang, X., Wu, S. & Chi, T., How dynamic are sources of dynamic capabilities? Learning from Huawei's success. Presented at *Academy of Management annual conference*. Philadelphia, August, 2007.

Joardar, A., & Wu, S. Entrepreneurial orientation as a remedy for liability of foreignness. Presented at *Academy of International Business annual conference*. Indianapolis, June, 2007.

Wu, S. Types of Entrepreneurs and outsourcing. Presented at *Midwest Academy of International Business Annual Conference*. Chicago, March 2007.

Wu, S. Corruption and entrepreneurial activity. Presented at *Midwest Academy of International Business Annual Conference*. Chicago, March 2007.

Liang, X & Wu, S. The Four E Model of Entrepreneurial Decision to Pursue an Opportunity. Presented at *Decision Science National conference*, San Antonio, November, 2006.

Wu, S., Matthews, & L, Dagher, G. The Moderating Effect of Business Goals on Nascent Entrepreneurs' Persistence. Presented at *Decision Science National conference*, San Antonio, November, 2006.

Wu, S., Priem, R., & Nystrom, P. "Opportunity finding by nascent entrepreneurs: satisficing or optimizing search?" Presented at the *Academy of Management Conference*, Honolulu, August, 2005.

Wu, S., Su, X., Yao D., & Lim J. "National Culture and National Entrepreneurial Activity". *Midwest Academy of International Business Annual Conference*. Chicago, March 2005.

Wu, S. & Levitas, E. "The Effects of Alliance Type on Innovative Outcomes" Accepted to present at *Global Conference on Business and Economics*, Oxford, England, June 2005.

Liang, X. & Wu, S. "Recoupling Compensation-Performance Relationship: A mediating role of performance." Presented at the *North American Management Society Conference*, Chicago, March, 2004.

Wu, S., Levitas, E., & Priem, R. "CEO Tenure and Pharmaceutical Patent Filings: Under Differing Levels of Technological Uncertainty." Presented to the *Academy of Management Conference*, Denver, August, 2002.

Wu, S. "E-advertising: Now and Future." Presented at the *Midwest Marketing Camp*, University of Illinois, Urbana, June, 2002.

## INVITED TALK

Wu, S. Can everyone become an entrepreneur? Keynote speech at the 10<sup>th</sup> International Conference on Advances in Social Sciences, Nanyang Technological University, Singapore, November 2015.

Wu, S. Why does outsourcing fail? An entrepreneurial perspective. BIT's 2<sup>nd</sup> Annual World Congress of Outsourcing Services-2014, Dalian, China, June, 2014



## CONFERENCE PROCEEDINGS (blind reviewed)

Li, Y, Wu, S, & Redd, T. 2016. Simplicity as a virtue: The effect of readability and complexity on crowdfunding attractiveness. *Academy of Management Conference Proceedings*.

Chen, S., Joardar, A, Hou, W., & Wu, S., 2016. Emerging Differently: Empirical Examination of Entrepreneurial Optimism and Performance in Developing Countries. *Academy of International Business Conference Proceedings*.

Li, Y & Wu, S., Why doesn't China have its own Steve Jobs? An exploratory research on the factors influencing the opportunity evaluation of entrepreneurs. Accepted for presentation at the *International Association of Chinese Management Research Conference*, Hangzhou, China, June 2016.

Li, Y & Wu, S., How does guanxi affect the supplier selection and performance? Accepted for presentation at the *International Association of Chinese Management Research Conference*, Hangzhou, China, June 2016.

Su, T, Wu, S., & Li, Y., Social Responsibility: Aligning Stakeholders' Interests and Making Sensible Tradeoffs, Accepted for presentation at the *3rd Frontiers of Business Research in China International Symposium*, Renmin University, Beijing, China, June, 2016.

Li, Y, Su, T., & Wu, S, How the Entrepreneur's Symbols Affect Entrepreneurial Performances?" Accepted for presentation at the *3rd Frontiers of Business Research in China International Symposium*, Renmin University, Beijing, China, June, 2016.

Redd, T., & Wu, S., 2016. Online Social Networking & Entrepreneurs: The Gender Effect. *United States Association for Small Business and Entrepreneurship (USASBE) Annual Conference Proceedings*.

Brown, R., & Wu, S., 2016. DOES ENTREPRENEURS' OPTIMISM PASS ON TO THE EMPLOYEES? *United States Association for Small Business and Entrepreneurship (USASBE) Conference Proceedings*.

Joardar, A & Wu, S., 2015. To benefit or not to benefit? Examining the duality of foreignness and entrepreneurial orientation on performance. *Academy of International Business proceedings*.

Li, Y, Wu, S., Xiao, N. Redd, T., 2015. Smile: Click! Here is your money! The effect of non-verbal computer-mediated communication on crowdfunding success. *Academy of Management Conference proceedings*.

Joardar, A. & Wu, S., 2013. The Dual Effects of Entrepreneurial Orientation and Foreignness on Entrepreneurial Performance. *Academy of International Business proceedings*

Chen, S, Joardar, A. & Wu, S., 2012. National Culture, Type of Entrepreneurs and Outsourcing Success. *Academy of International Business proceedings*

Joardar, A., & Wu, S. 2007. Entrepreneurial orientation as a remedy for liability of foreignness. *Academy of International Business proceedings*.

Liang, X & Wu, S. 2006. The Four E Model of Entrepreneurial Decision to Pursue an Opportunity. *Decision Sciences Institute Proceedings*.

Wu, S., Matthews, & L, Dagher, G. 2006. The Moderating Effect of Business Goals on Nascent Entrepreneurs' Persistence. *Decision Sciences Institute Proceedings*.

Wu, S., Su, X., Yao D., & Lim J. 2005. "National Culture and National Entrepreneurial Activity". *Midwest Academy of International Business proceedings*.

Wu, S. & Liang, X., 2004. "The richest people of the world: what do they tell us?" *Midwest Academy of International Business proceedings*.

Wu, S. & Liang, X. 2003. "Will networking help in gaining and sustaining competitive advantages in China?" *Midwest Academy of International Business proceedings*.

### **WORKING PAPERS (completed papers)**

Li, Y, Xiao, N., & Wu, S. The devil is in the details-The effect of non-verbal cues on crowdfunding success. Revised and resubmitted at *Journal of the Associations for Information Systems*.

Li, H, Gao, Y, Ye, Y, & Wu, S. Are Chinese rational? The effect of parental involvement on economic behavior in China. Under review at *Journal of Asian Economics*

Li, Y, Wu, S, & Zhou, W. Simplicity as A Virtue: The Effect of Readability and Complexity on Crowdfunding Attractiveness. Under review at *Journal of Small Business Management*.

### **TEACHING EXPERIENCE**

**University of Texas-Rio Grande Valley, College of Business and Entrepreneurship**  
Professor with tenure, 2016 to present

**University of Texas-Rio Grande Valley, College of Business and Entrepreneurship**  
Associate professor with tenure, 2015 to 2016

**University of Texas-Pan American, College of Business Administration**  
Associate professor with tenure, 2010 to 2015

**University of Texas-Pan American, College of Business Administration**  
Assistant Professor, 2004 to 2010

Doctoral seminar in entrepreneurship

Doctoral seminar in strategic management

Strategic Management (for both undergraduate and MBA)

Principles of Management  
Small Business Management  
Foundations of entrepreneurship  
Management advanced topics  
Internship

**Tongji University-Chinese Economists Society: teaching fellow-summer 2015**

**Tongji University-Overseas Young Chinese Forum: teaching fellow-Summer, 2011**  
Strategic management/Entrepreneurship-Graduate students

**Tsinghua University-Chinese Economists Society: teaching fellow-Summer, 2009**  
Entrepreneurship-Graduate students

**Yunnan University- Chinese Economists Society: teaching fellow-Summer, 2008**  
Entrepreneurship-Graduate students

**University of Wisconsin-Milwaukee, School of Business Administration**

Instructor, Fall 2003-Spring 2004

Management Analysis (Business Policy & Strategy)  
Research methods for MBA/MS students

Instructor, Summer 2003

Basic Methodology for MBA/MS students

Instructor, Summer 2002

Introduction to Management Statistics

Instructor, Summer 2001

Statistics and Research Method for MBA/MS students

Teaching Assistant, September 2000 to Present

Management Statistics, Fall 2000, Summer 2001  
Principles of Marketing, Spring 2001 to Spring 2002  
Organizational Behavior, Fall 2002 to Spring 2003

Tutor, Fall 2001, 2002, 2003

Statistical process for EMBA students

**Marquette University-Institutional Research Office**

Research Analyst, November 1996 to August 2000

**University of Wisconsin-Milwaukee-School of Social Welfare**

Graduate Assistant, August 1994 to August 1996

**Saint Mary's Hospital-Milwaukee**

Intern: August 1995-August 1996

**Beijing University of Science and Technology, Beijing, China**

Lecturer, September 1989 to July 1994

## **PROFESSIONAL MEMBERSHIP AND ACTIVITIES**

## Doctoral Dissertation Committees at University of Texas-Rio Grande Valley

Chair or Co-Chair for:

**Yuanqing Li:** Three essays on likability factors, crowdfunding, and entrepreneurial performance.  
Completed in August 2017  
Assistant professor at Dominican University (Chicago)

**Roger Brown:** Does entrepreneurial optimism pass on to their employees? The impact of entrepreneurial optimism on employees in SMEs  
Completed in May 2014  
Assistant Professor at Northeastern Oklahoma State University

**Kevin Hurt:** Assessing the impact of conflict-type on decision-effectiveness in top management teams: The moderating effect of attributions, emotions, conflict-handling behavior, and the environment  
Completed in May 2013  
Assistant Professor at Columbus State University

**Tammi Redd:** The influence of venture creation stage on the relationship between environmental context and social network orientation among U.S. minority groups.  
Completed in August 2012  
Assistant professor at Ramapo College of New Jersey.

**Ruben Ceballos:** The product, the mind and the heart of crowdfunding: The effect of signals on technology projects

Committee member for:

**John Ned:** Essays on the unintended consequences of banking regulation.  
Completed in August 2017  
Visiting assistant professor at Pepperdine University, California

**David Alvarado:** To grow or not to grow: Socio-cognitive determinants of small firm growth and threshold mentality  
Completed in July 2017  
Lecturer at the University of Texas-Rio Grande Valley

**Klaus Beckmann:** Essays on the performance and earnings management of cross-listing firms.  
Completed in August 2016  
Assistant Professor at University of South Dakota

**Peter Andersen:** The effect of math anxiety on consumer price perception and purchase decision  
Completed in June 2015  
Assistant Professor at Scranton University

**Young Sik Cho:** Essays on the Behavioral Aspects of Quality Management: A theoretical review and an empirical investigation based on cross-national survey research  
Completed in July 2015  
Assistant Professor at Jackson State University

**Oliver Cruz:** How Do Types of Tourists Change as Destinations Evolve: The Role of Psychographics and Needs in Tourism Destination Choice.  
Completed in July 2016  
Assistant professor at West Virginia State University

**Manal Yanus:** Innovation-ICT-Cybersecurity: The Triad Relationship and its Impact on Growth Competitiveness  
Completed in June 2013  
Assistant Professor at Lebanese American University

**Huy Quang Tran:** TMT behavioral integration, organizational ambidexterity, and small firm's performance: Testing the moderating effect of entrepreneurial orientation  
Completed in August 2013  
Assistant professor at Albright College

**Arne Baruck:** Our celebrities, ourselves: Reconstructing ourselves as online personalities.  
Completed in August, 2012  
Assistant Professor at Sacred Heart University

**Jason Flores:** The effect of choice and degree of customer participation on customer value and performance outcomes.  
Completed in August 2012  
Assistant professor at Oklahoma City University

**Samuel K. Doss:** Spreading the Good Word?: Toward an Understanding of Brand Evangelism.  
Completed in July 2010.  
Assistant professor at Florida Institute of Technology

**Muratcan Erkul:** The sustainable supply management innovation

**Azadeh Zamanian:** Linking sustainability strategy to manufacturing strategy

#### **Doctoral Dissertation Committee members at other institutions**

**Tae H. Jeong:** Influence of national culture on entrepreneurship at the University of Maryland-University College

#### **Membership and editorial responsibilities**

Editorial board: Journal of Global Entrepreneurship Research since 2013

Founding Scholar of Entrepreneurship Research Society, 2013

Editorial board: African Journal of Business Management in 2011

Associate editor: World Review of Entrepreneurship, Management & Sustainable Development from 2008 to 2010

Academy of Management Entrepreneurship Division International Committee member since 2009  
Academy of Management:

BPS

Entrepreneurship

International Association of Chinese Management Research member since 2012

Academy of International Business (2005-2007, 2013-2014)

Decision Sciences Institute (2006-2007)

World Association for Sustainable Development track chair: 2007

Chinese Economists' Society in North America since 2006

The Association of Chinese Professors of Social Sciences in the United States (ACPSS) since 2010

### **Professional committees**

Scientific committee member: Annual conference for the Academy of Innovation and Entrepreneurship by Tsinghua University and Oxford University, 2009 to present

Program committee member: Annual conference for the Academy of Innovation and Entrepreneurship by Tsinghua University and Oxford University, 2009 to 2012

International committee member: Academy of Management entrepreneurship division from 2009 to present

### **Journal Reviewer:**

Journal of Management

Journal of Business Venturing

Entrepreneurship Theory and Practice

Human Relations

Journal of International Management

Corporate Governance

Journal of Business Research

International Journal of Management Reviews

Journal of Global Entrepreneurship Research

World Review of Entrepreneurship, Management and Sustainable Development

Industry and Innovation

Management Research Review

International Journal of Services and Standards

Social Behavior and Personality

African Journal of Business Management

International Journal of Digital Content Technology and its Applications

### **Conference Reviewer:**

Academy of Management annual conference since 2003 to present

Academy of International Business annual conference since 2005 to 2008, 2011, 2012, 2013, 2015 to present

Academy of International Business-Midwest since 2003 to 2008

Decision Sciences annual conference 2006

International Association of Chinese Management annual conference: 2012

Balas annual conference: 2011 to present

### **Conference chair and discussant**

AOM conference discussant and session chair, Anaheim, August 2016

Co-chair: BIT's 2<sup>nd</sup> Annual World Congress of Outsourcing Services, Dalian, China, June, 2014.  
Discussant: Academy of Management Conference, August, 2014  
Track Co-Chair-Entrepreneurship: 5<sup>th</sup> International Conference of World Association for Sustainable Development, October, 2007 & August, 2008  
Chair and discussant: Academy of International Business-Midwest from 2003-2008  
Chair & discussant: Decision Sciences annual conference 2006

### **University service**

Founding faculty advisor for the student organization DECA (Distributive Education Clubs of America) since 2014  
Faculty senate since September 1, 2015  
University Faculty development council member, since 2011 to 2014  
Department Tenure and Promotion Chair, 2012-2013  
College of Business Administration Tenure and Promotion Chair, 2012  
College Council Chair, 2012-2013  
College Council Chair-elect: 2011-2012  
Department Post Tenure and Promotion member, 2012-2013  
Active learning panelist, 2011, 2014  
Research coordinator of entrepreneurship clusters (2007-2011)  
MBA Curriculum Committee 2010-2012  
Department Promotion committee chair, 2010  
University Faculty Senate 2008-2010  
Entrepreneurship Camp organizer and instructor, summer 2009  
Institutional effectiveness and efficiency-Goal 6 evaluation committee 2009  
University Library committee member since 2008  
A member of the department Strategic Planning and Implementation committee (2005 to 2008)  
A member of College Curriculum Development committee (2006-2007)  
A member of the Honors Council, where I served as a sub-committee chair for one year (2005-2008)  
A member of the management departmental faculty search committee (2005-2009)  
Co-chair of the management faculty search committee (2007-2008)  
Student advising (2004-2009)  
Brainstorming contest committee/business plan competition (2007-2011)

### **Community service**

Bizfest Judge, Edinburg, Texas, 2012  
U.S. Small Business Administration Small Business Week nominating committee since 2007, 2011  
Bizfest Judge, Edinburg, Texas, 2011  
Bizfest Judge, Edinburg, Texas, 2010  
Board member and secretary for the academy year of 2006-2007: McAllen International Baccalaureate Friends  
Memorial Band Boosters (2007-2008)  
Vice president since 2004 to 2007: South Texas Chinese Student and Scholar Association  
President from 2000 to 2002: Student and Scholar Association at University of Wisconsin-Milwaukee