

**Tony W. Tong**  
Leeds School of Business  
University of Colorado  
401H Koelbel Hall  
Boulder, CO 80309-0419  
Tel.: (303) 492-0141  
Fax: (303) 492-5962  
Email: tony.tong@colorado.edu

---

## **Academic Positions**

Leeds School of Business, University of Colorado, 2007-2016, 2017-Present  
*Chair, Division of Strategy, Entrepreneurship & Operations, 07/2020-2021, 07/2023-Present*  
*Senior Associate Dean for Faculty and Research, 01/2022-06/2023*  
*Guggenheim Endowed Chair of Business Design & Innovation, Dean's Faculty Fellow*  
*Assistant, Associate, to Full Professor of Strategy & Entrepreneurship*  
*Affiliated Faculty, Deming Center for Entrepreneurship*

Krannert School of Management, Purdue University, 2016-2017  
*Full Professor (with tenure), CSTC Fellow*  
*Director, Center for the Study of Technology Commercialization*

School of Management, State University of New York at Buffalo, 2004-2007  
*Assistant Professor*

## **Education**

Fisher College of Business, The Ohio State University (OSU), USA  
*Ph.D. (Business Administration), 2004*  
*Major: Strategic Management*  
*Minor: Microeconomics (OSU Dept. of Economics)*

NUS Business School, National University of Singapore (NUS), Singapore  
*M.S. (Management), 2001*

Shanghai Institute of Foreign Trade, China  
*B.A. (Economics), 1995*

## **Research Interests**

Knowledge/resource-based view, organizational economics, real options  
*Corporate strategy:* Interfirm relations, M&As, platforms, MNEs, firm boundaries  
*Innovation:* Patents, IPRs, digital innovation, AI/algorithm, open source  
*Entrepreneurship:* Technology entrepreneurship, venture capital, startup process  
*Globalization:* Multinational investment, market entry/exit, emerging economy, geopolitics

## Teaching Interests

BBA, MBA, Executives: Strategic Management, Global Strategy, Innovation and Tech Strategy, Competitive Strategy, Corporate Strategy

Ph.D. Seminars: Strategic Management, Innovation and Technology Management, Strategic Entrepreneurship, International Business, Classics in Management

## Government Research Awards

2017            *National Science Foundation* Award (PI)

2014            *National Science Foundation* Award (PI)

2014-2024    *Department of Energy* Awards (Commercialization T2M Lead)

## Refereed Journal Articles

55. Zhou, S., Tang, S., Li, D., & Tong, T.W. 2025. Multihoming: An internationalization strategy in a world of AI ecosystems. *Journal of International Business Studies*. Accepted.
54. Chintakananda, A., McIntyre, D., & Tong, T.W. 2025. Real options: Connecting with other perspectives and exploring new frontiers. *Academy of Management Perspectives*, 39(2): 188-204.
53. Li, Z., Tong, T.W., & Xu, M. 2025. Property rights and firm scope. *Journal of Management*, 51(2): 637-669.
52. Han, N., Zhang, Y., & Tong, T.W. 2024. Appropriability risk and knowledge search on digital platforms. *Research Policy*, 53(7): 105028.
51. Prud'homme, D., & Tong, T.W. 2024. Rethinking firm-specific advantages from intellectual property rights: Boundary conditions for MNEs. *Journal of International Business Studies*, 55(1): 91-109.
50. Xiao, Y. Han, N., Li, R., Ran, H., Zhou, S., & Tong, T.W. 2024. Trademarks and firm market value: Evidence from new trademark-firm linked data in China. *Research Policy*, 53(2): 104941.
49. Han, N., & Tong, T.W. 2024. The role of knowledge resources in Penrose's *The Theory of the Growth of the Firm*: An IPR perspective. *Strategic Management Review*, 5(1-2): 125-147.
48. Zhang, J., Li, X., & Tong, T.W. 2024. A tale of two types of standard setting: Evidence from artificial intelligence. *Journal of Management*, 50(4): 1393-1423.
47. Zhao, J., Zhu, L., He, W., & Tong, T.W. 2024. Isolating the effect of social risk on MNEs' CSR reporting. *Management & Organization Review*, 20(3): 425-465.
46. Zhang, Y., Li, J., & Tong, T.W. 2022. Platform governance matters: How platform governance affects knowledge sharing among complementors. *Strategic Management Journal*, 43(3): 599-626.  
– *Top-10 Cited Paper* published in *Strategic Management Journal* in 2022

45. Chen, L., Tong, T.W., Tang, S., & Han, N. 2022. Governance and design of digital platforms: A review and future research directions on a meta-organization. *Journal of Management (Review Special Issue)*, 48(1): 147-184.
44. Chen, L., Yi, J., Li, S., & Tong, T.W. 2022. Platform governance design in business ecosystems: Implications for complementors' multihoming decision. *Journal of Management*, 48(3): 630-656.
43. He, W., Tong, T.W., & Xu, M. 2022. How property rights matter to firm resource investment. *Organization Science*, 33(1): 293-310.
42. Li, D., Tong, T.W., Xiao, Y., & Zhang, F. 2022. Terrorism-induced uncertainty and firm R&D investment: A real options view. *Journal of International Business Studies*, 53(2): 255-267.
41. Zhong, W., Ma, Z., Tong, T.W., Zhang, Y., & Xie, L. 2021. Customer concentration, executive attention, and firm search behavior. *Academy of Management Journal*, 64(5): 1625-1647.
40. Zhang, Y., & Tong, T.W. 2021. How vertical integration affects firm innovation: Quasi-experimental evidence. *Organization Science*, 32(2): 455-479.  
 – Winner of the 2014 Robert J. Litschert Best Paper Award of the Academy of Management
39. Prud'homme, D., Tong, T.W., & Han, N. 2021. A stakeholder-based view of the evolution of intellectual property institutions. *Journal of International Business Studies*, 52(4): 773-802.
38. Poleacovschi, C., Javernick-Will, A., Wang, S., & Tong, T.W. 2021. Gendered knowledge accessibility: Evaluating the role of gender in knowledge seeking among engineers. *Journal of Management in Engineering*, 37(1): 04020094.  
 – Winner of the 2021 JME Best Paper of the Year Award  
 – Project funded by the NSF
37. Xiao, Y., Ran, H., Tong, T.W., & Kang, K. 2021. Defense or hoarding? The relationship between trademark portfolios and firm performance. *Management World (管理世界)*, 10: 214-225.
36. Liu, J., Tong, T.W., & Sinfield, J. 2021. Toward a resilient complex adaptive system view of business models. *Long Range Planning*, 54(3): 102030.
35. Guzik, K., Sesay, A., Oh, O., Ramirez, R., & Tong, T.W. 2021. Making the material routine: A sociomaterial study of the relationship between police body worn cameras (BWCs) and organizational routines. *Policing & Society*, 31(1): 100-115.  
 – Project funded by the NSF
34. Belderbos, R., Tong, T.W., & Wu, S. 2020. Portfolio configuration and foreign entry decisions: Juxtaposition of real options and risk diversification theories. *Strategic Management Journal*, 41(7): 1191-1209.
33. He, W., He, Z.-L., & Tong, T.W. 2020. Ownership change and firm innovation. *Strategy Science*, 5(1): 17-38.
32. Belderbos, R., Tong, T.W., & Wu, S. 2019. Multinational investment and the value of growth options: Alignment of incremental strategy to environmental uncertainty. *Strategic Management Journal*, 40(1): 127-152.

31. Poleacovschi, C., Javernick-Will, A., Tong, T.W., Wanberg, J. 2019. The effect of control systems on the accessibility of tacit and codified knowledge. *Journal of Construction Engineering and Management*, 145(2): 04018128.  
– *Project funded by the NSF*
30. Younge, K.A., & Tong, T.W. 2018. Competitive pressure on the rate and scope of innovation. *Journal of Economic Behavior & Organization*, 150: 162-181.
29. Tong, T.W., Zhang, K., He, Z.-L., & Zhang, Y. 2018. What determines the duration of patent examination in China? *Research Policy*, 47(3): 583-591.
28. He, Z.-L., Tong, T.W., Zhang, Y., & He, W. 2018. Constructing a Chinese patent database of listed firms in China: Descriptions, lessons, and insights. *Journal of Economics & Management Strategy*, 27(3): 579-606.
27. He, Z.-L., Tong, T.W., Zhang, Y., & He, W. 2018. A database linking Chinese patents to China's Census firms. *Nature: Scientific Data*, 5:180042. DOI: 10.1038/sdata.2018.42
26. Xia, J., Ma, X., Tong, T.W., & Li, W. 2018. Network information and cross-border M&A activities. *Global Strategy Journal*, 8(2): 301-323.
25. Poleacovschi, C., Javernick-Will, A., & Tong, T.W. 2017. The link between knowledge sharing connections and employee time savings: A social network analysis. *Construction Management and Economics*, 35(8-9): 455-467.  
– *Winner of the Best Academic Poster Award of the 2015 Construction Industry Institute Conference*  
– *Project funded by the NSF*
24. Younge, K.A., Tong, T.W., & Fleming, L. 2015. How anticipated employee mobility affects acquisition likelihood: Evidence from a natural experiment. *Strategic Management Journal*, 36(5): 686-708.  
– *Winner of the 2011 Strategic Management Society Best Paper Prize*
23. Tong, T.W., Reuer, J.J., Tyler, B.B., & Zhang, S. 2015. Host country executives' assessments of international joint ventures and divestitures: An experimental approach. *Strategic Management Journal*, 36(2): 254-275.
22. Belderbos, R., Tong, T.W., & Wu, S. 2014. Multinationality and downside risk: The roles of option portfolio and organization. *Strategic Management Journal*, 35(1): 88-106.
21. Tong, T.W., & Li, S. 2013. The assignment of call option rights between partners in international joint ventures. *Strategic Management Journal*, 34(10): 1232-1243.
20. Reuer, J.J., Tong, T.W., Tyler, B.B., & Ariño, A. 2013. Executive preferences for governance modes and exchange partners: An information economics perspective. *Strategic Management Journal*, 34(9): 1104-1122.
19. Ma, X., Tong, T.W., & Fitza, M. 2013. How much does subnational region matter to foreign subsidiary performance? Evidence from *Fortune* Global 500 Corporations' investment in China. *Journal of International Business Studies*, 44(1): 66-87.
18. Alessandri, T., Tong, T.W., & Reuer, J.J. 2012. Firm heterogeneity in growth option value: The role of managerial incentives. *Strategic Management Journal*, 33(13): 1557-1566.
17. Reuer, J.J., Tong, T.W., & Wu, C.-W. 2012. A signaling theory of acquisition premiums: Evidence from IPO targets. *Academy of Management Journal*, 55(3): 667-683.

16. Reuer, J.J., Tyler, B.B., Tong, T.W., & Wu, C.-W. 2012. Executives' assessments of international joint ventures in China: A multi-theoretical investigation. *Management and Organization Review*, 8(2): 311-340.
15. Tong, T.W., & Li, Y. 2011. Real options and investment mode: Evidence from corporate venture capital and acquisition. *Organization Science*, 22(3): 659-674.
14. Tong, T.W., & Reuer, J.J. 2010. Competitive consequences of interfirm collaboration: How joint ventures shape industry profitability. *Journal of International Business Studies*, 41(6): 1056-1073.
13. Reuer, J.J., & Tong, T.W. 2010. Discovering valuable growth opportunities: An analysis of equity alliances with IPO firms. *Organization Science*, 21(1): 202-215.
12. Wang, S., Tong, T.W., Chen, G., & Kim, H. 2009. Expatriate utilization and foreign direct investment performance: The mediating role of knowledge transfer. *Journal of Management*, 35(5): 1181-1206.
11. Tong, T.W., Reuer, J.J., & Peng, M.W. 2008. International joint ventures and the value of growth options. *Academy of Management Journal*, 51(5): 1014-1029.
10. Tong, T.W., Alessandri, T.M., Reuer, J.J., & Chintakananda, A. 2008. How much does country matter? An analysis of firms' growth options. *Journal of International Business Studies*, 39(3): 387-405.
9. Tong, T.W., & Li, J. 2008. Real options and MNE strategies in Asia Pacific. *Asia Pacific Journal of Management*, 25(1): 153-169.
8. Tong, T.W., & Reuer, J.J. 2007. Real options in multinational corporations: Organizational challenges and risk implications. *Journal of International Business Studies*, 38(2): 215-230.
7. Reuer, J.J., & Tong, T.W. 2007. Corporate investments and growth options. *Managerial and Decision Economics*, 28(8): 863-877.
6. Tong, T.W., & Reuer, J.J. 2007. Real options in strategic management. *Advances in Strategic Management*, 24: 1-28. (Lead Article)
5. Reuer, J.J., & Tong, T.W. 2007. How do real options matter? Empirical research on strategic investments and firm performance. *Advances in Strategic Management*, 24: 145-173.
4. Tong, T.W., & Reuer, J.J. 2006. Firm and industry influences on the value of growth options. *Strategic Organization*, 4(1): 71-95.
3. Reuer, J.J., & Tong, T.W. 2005. Real options in international joint ventures. *Journal of Management*, 31(3): 403-423.
2. Peng, M.W., Tan, J.J., & Tong, T.W. 2004. Ownership types and strategic groups in an emerging economy. *Journal of Management Studies*, 41(7): 1105-1129.
1. Wang, P., Tong, T.W., & Koh, C.-P. 2004. An integrated model of knowledge transfer from MNC parent to China subsidiary. *Journal of World Business*, 39(2): 168-182.

## Practitioner Articles

4. Prud'homme, D., Chen, G., & Tong, T.W. 2023. Are super-apps coming to the U.S. market? *Harvard Business Review*.

3. Li, D., Tong, T.W., & Xiao, Y. 2021. Is China emerging as the global leader in AI? *Harvard Business Review*.
2. Tong, T.W., Guo, Y., & Chen, L. 2021. How Xiaomi redefined what it means to be a platform. *Harvard Business Review*.
1. Prud'homme, D., Zhao, X., & Tong, T.W. 2020. The new “wanghong” economy: Strategically engaging with China’s relational digital ecosystem. *California Management Review*.

## Trade Book

1. Tong, T.W., & Du, Y. 2021. *Value Circles: Strategy in a VUCA World*. Machine Industry Press, Beijing, China.

## Research Book

1. Reuer, J.J., & Tong, T.W. (Eds.) 2007. *Real Options Theory – Advances in Strategic Management*, Volume 24. Greenwich, CT: Elsevier.

## Research Book Chapters

4. Li, J., & Tong, T.W. 2007. Real options theory and international strategic management. In Tallman, S. (Ed.) *A New Generation in International Strategic Management*: 100-117. Cheltenham, U.K.: Edward Elgar.
3. Tong, T.W., & Reuer, J.J. 2004. Growth option value implications of international joint ventures. In Trick, M.A. (Ed.) *Global Corporate Evolution*: 81-95. Pittsburgh, PA: Carnegie Mellon University Press.
2. Reuer, J.J., & Tong, T.W. 2004. Multinational investment and organizational risk: A real options approach. In Ariño, A., Ghemawat, P., & Ricart, J.E. (Eds.) *Creating Value through Global Strategy*: 165-177. London: Palgrave Macmillan.
1. Barney, J.B., & Tong, T.W. 2004. Building versus acquiring resources: Analysis and application to learning theory. In Ghobadian, A. et al. (Eds.) *Strategy and Performance: Achieving Competitive Advantage in the Global Marketplace*: 57-81. London: Palgrave Macmillan.

## Teaching Cases and Notes

13. *Ant Financial and Tencent: A tale of two FinTech unicorns*. Case. Available at *Harvard Business Publishing* and *The Case Center*. 2020.
12. *Ant Financial and Tencent: A tale of two FinTech unicorns*. Teaching Note. Available at *Harvard Business Publishing* and *The Case Center*. 2020.
11. *Racing into the 5G era*. Case. Available at *Harvard Business Publishing* and *The Case Center*. 2020.
10. *Racing into the 5G era*. Teaching Note. Available at *Harvard Business Publishing* and *The Case Center*. 2020.

9. ***China's "Furious Five" Smartphones: Huawei, Xiaomi, Oppo/Vivo and Lenovo – Strategies and Origins***. Case. Available at *Harvard Business Publishing and The Case Center*. 2018.
8. ***China's "Furious Five" Smartphones: Huawei, Xiaomi, Oppo/Vivo and Lenovo – Strategies and Origins***. Teaching Note. Available at *Harvard Business Publishing and The Case Center*. 2018.
7. ***A dark horse in the global smartphone market: Huawei's smartphone strategy***. Case. Available at *Harvard Business Publishing and The Case Center*. 2017. "**Bestseller**" case on HBSP.
6. ***A dark horse in the global smartphone market: Huawei's smartphone strategy***. Teaching Note. Available at *Harvard Business Publishing and The Case Center*. 2017. "**Bestseller**" case on HBSP.
5. ***A dark horse in the global smartphone market: Huawei's smartphone strategy (Chinese version)***. Case. Available at *The Case Center*. 2017.
4. ***Uber versus Didi: The race for China's ride-hailing market***. Case. Available at *Harvard Business Publishing and The Case Center*. 2016. "**Bestseller**" case on HBSP.
3. ***Uber versus Didi: The race for China's ride-hailing market***. Teaching Note. Available at *Harvard Business Publishing and The Case Center*. 2016. "**Bestseller**" case on HBSP.
2. ***Uber versus Didi: The race for China's ride-hailing market (Chinese version)***. Case. Available at *The Case Center*. 2016.
1. ***How Anheuser-Busch creates shareholder wealth through alliances***. In Peng, M.W. *Global Strategy*, Chapter 7. Cincinnati, OH: Thomson South-Western. 2005.

## Database Developed

### ***Chinese Patent Data Project***

<https://sites.google.com/site/sipopdb> (*Chinese Patent Data Project*)

<https://dataverse.harvard.edu/dataverse/cpdp> (*Harvard Dataverse*)

SIPO patents matched to listed firms in China. User documentation: "*Chinese patent database user documentation: Matching SIPO patents to Chinese listed companies and subsidiaries*" (with Z.-L. He, W. He, Y. Zhang, J. Lu).

SIPO patents matched to Annual Survey of Industrial Enterprises (ASIE) firms. User documentation: "*Matching SIPO patents to firms in China's Annual Survey of Industrial Enterprises 1998-2009*" (with Z.-L. He, Y. Zhang, W. He).

## Teaching Experience

### University of Colorado:

Core Strategy (Full-Time MBA, Evening MBA, Executive MBA)

Global Strategy (Evening MBA, Hybrid MBA)

International Business & Strategy (Hybrid MBA)

Entrepreneurship through Acquisition (MBA)

Strategic Management (Undergraduate)

Senior Seminar (Undergraduate)

Ph.D. Seminars: Strategic Management, Innovation and Technology Management, Strategic Entrepreneurship, Classics in Management, Theories of the Firm

Purdue University:

Core Strategy (STEM MBA, Full-Time MBA)

Ph.D. Seminars: Strategic Management, Innovation and Technology Management

CKGSB:

Global Strategy (Full-Time MBA, Weekend EMBA)

Managing Global Innovation (EE)

State University of New York at Buffalo:

Strategic Management (Undergraduate)

The Ohio State University:

Business Policy (Undergraduate)

International Business (Undergraduate)

**Professional Activities**

Professional Affiliations:

Academy of Management (AOM)

Strategic Management Society (SMS)

Academy of International Business (AIB)

International Association for Chinese Management Research (IACMR)

Leadership Roles:

2025 VP Programs, *Strategy Science* Chapter, INFORMS

2024 Board Member, *Strategy Science* Chapter, INFORMS

2022 Chairperson, Corporate Strategy IG, Strategic Management Society

2022 Executive Committee, Election Subcommittee (2022-2023), STR Division, AOM

2021 Program Chair, Corporate Strategy IG, Strategic Management Society

2021 Executive Committee, Teaching Subcommittee (2021-2022), STR Division, AOM



2020 Associate Program Chair, Corporate Strategy IG, Strategic Management Society

Professional Services:

- 2024 Senior Faculty Advisor, SMS Doctoral Workshop, SMS Conference
- 2024 At Large Delegate, *Utah Strategy Summit*, University of Utah
- 2024 Senior Faculty Advisor, “*STR Managing Your Dissertation Workshop*”, STR Division, AOM Conference (***Wiley Blackwell Award for Outstanding Dissertation Research*** Winner and Finalists of 2023 AOM)
- 2024 Co-organizer, PDW on “*New Frontiers in Open Source: Implications for Strategy and Organization Research*”, AOM Conference
- 2024 Panelist, Annual Patent PDW on “*Advances in Patent Research: Data, Tools, and Results*”, AOM Conference
- 2024 Panelist, Symposium on “*Algorithmic Technologies and Bounded Rationality*”, STR Division, AOM Conference
- 2024 Discussant, 11<sup>th</sup> Global Entrepreneurship and Innovation Research Conference, Leeds School of Business, University of Colorado
- 2024 Panelist, Panel on “*Strategy in new age: The effects of digitalization, deglobalization, and polarization.*” Strategy Science Conference
- 2024 Senior Faculty Advisor, CCC Conference, Washington University in St. Louis
- 2023 Panelist, Panel on “*Open Source Software and Organizations*”, SMS Extension on Open Source at NYU
- 2023 Panelist, PDW on “*Fundamental Questions in Digital Strategy*”, STR Division, AOM Conference
- 2023 Senior Faculty Advisor, “*STR Managing Your Dissertation Workshop*”, STR Division, AOM Conference (***Wiley Blackwell Award for Outstanding Dissertation Research*** Winner and Finalists of 2022 AOM)
- 2023 Panelist, Panel on *Ph.D. Mentoring*, Chinese Management Scholars Community (CMSC)
- 2023 Senior Faculty Advisor, STR Division Doctoral Consortium, AOM
- 2023 Senior Faculty Advisor, IM Division Junior Faculty Consortium, AOM
- 2022 Search Committee for Co-editor for *Strategic Entrepreneurship Journal*
- 2022 Speaker, “*Competition and Governance in Platforms*”, SMS Cooperative Strategies Interest Group on Academic-Practitioner Dialogues
- 2022 Participant, “*JEMS Special Conference on The Business Revolution of Digital Transformation*”, USC Marshall School of Business
- 2022 Panelist, “*Expert Perspectives on Conducting Experiments in Strategic Management*”, Symposium, AOM
- 2022 Panelist, “*From Digital Economy to Digital Civilization: Exploring a Full Landscape of Digital Transformation*”, Symposium, AOM

- 2022 Moderator, Corporate Strategy Masterclass “*Theories of the Firm*”, Strategic Management Society
- 2021 Host, ABC Roundtable on “*Digital Business*”, SMS Conference
- 2021 Senior Faculty Advisor, CMSC Doctoral Student Workshop, CMSC
- 2021 Speaker, “*How Do Platform Companies Orchestrate Digital Ecosystems?*”, CICALICS
- 2021 Speaker, “*Patents as Pipes and Prisms*”, Research Seminar Series, IACMR
- 2021 Panelist, Symposium on “*Platform Economy: Competition, Governance, and Ecosystem*”, IACMR Conference
- 2021 Senior Faculty Advisor, *Global Strategy Journal* Workshop for Junior Scholars, IACMR Conference
- 2021 Panelist, PDW on “*Integrating Practice with Research*”, IACMR Conference
- 2021 Senior Faculty Advisor, “*Junior Faculty Consortium*”, IACMR Conference
- 2020 Senior Faculty Advisor, SMS Doctoral Workshop, SMS Conference
- 2020 Organizer, Panel “*Corporate Strategy of Platform-based Businesses: Scale, Scope, and Organization*”, SMS Conference
- 2020 Discussant, “*Thirteenth Annual Conference on Innovation Economics*”, Northwestern University Searle Center on Law, Business, and Economics
- 2020 Senior Faculty, STRonger Together Coffee Wish, AOM
- 2020 Panelist, Symposium on “*Interfirm Relations and Innovation*”, AOM Conference
- 2019 Senior Faculty Advisor, SMS Doctoral Workshop, SMS Conference
- 2019 Panelist, Symposium on “*Managing Uncertainty: Tensions and Opportunities in Our Theories*”, AOM Conference
- 2019 Panelist, Symposium on “*Innovation and Entrepreneurship among Chinese firms*”, AOM Conference
- 2018 Panelist, “*New Directions for IJV and ISA Research*”, AOM Conference
- 2018 Senior Faculty Advisor, “*Junior Faculty Consortium*”, IACMR Conference
- 2018 Senior Faculty Advisor, “*Doctoral Consortium*”, IACMR Conference
- 2018 Panelist, “*Intellectual Property and Innovation Strategy Symposium*”, IACMR Conference
- 2017 Discussant, “*Searle Center Roundtable on Patents & Technology Standards*”, Northwestern University Searle Center
- 2017 William H. Newman Award Committee, Academy of Management
- 2016 Discussant, “*Searle Center Roundtable on Patents & Technology Standards*”, Northwestern University Searle Center
- 2016 Best Dissertation Award Committee, Business Policy & Strategy Division, Academy of Management

- 2016 Organizer, Annual Patent PDW on “*Advances in Patent Research: Data, Tools, and Results*”, AOM Conference
- 2016 Program Track Chair, “*Global Strategy, Alliances, Acquisitions, & Competitiveness*” Track, AIB Conference on Global Innovation, New Orleans, LA
- 2015 Forum Chair, “*Patent Monetization Business Models*” Forum, 6<sup>th</sup> Patent Information Annual Conference, Beijing, China
- 2015 Participant and Discussant, NSF Workshop on the *Science of Organizations*, Purdue University
- 2015 Chair, Session on “*Strategic Patenting*”, SMS Conference
- 2015 Appointed to the Business Policy and Strategy (BPS) Division Research Committee, Academy of Management (2015-2017)
- 2015 Senior Faculty Advisor, “*BPS Junior Faculty Consortium*”, AOM Conference
- 2015 Organizer, Annual Patent PDW on “*Advances in Patent Research: Data, Tools, and Results*”, AOM Conference
- 2014 Program Track Chair, “*Innovation and Strategic Renewal*” Track, BPS Division, AOM Conference
- 2014 Senior Faculty Advisor, “*BPS Managing Your Dissertation Workshop*”, BPS Division, AOM Conference
- 2014 Panelist, “*Symposium on Innovation and Entrepreneurship in China*”, AOM Conference
- 2014 Organizer, Annual Patent PDW on “*Advances in Patent Research: Data, Tools, and Results*”, AOM Conference
- 2013 Panelist, “*Paper Development Workshop and Panel on Future Research Opportunities*”, Cooperative Strategies and Knowledge and Innovation Interest Groups, SMS Conference
- 2013 Panelist, “*Real Options and Entrepreneurship: What Questions Can We Ask?*” Entrepreneurship Interest Group, SMS Conference
- 2012 Discussion Leader, “*Research Forum for Chinese Management Scholars*”, CMSC
- 2011 Participant, “*Workshop on Innovation and Patent Harmonization*”, Boston University
- 2011 Coach/Discussant, Session on “*Firm Scope and Performance*”, AOM Conference
- 2010 Organizer, Professional Development Workshop on “*Multiple Corporate Development Modes: Choice, Intertemporal Relationships, and Performance*”, AOM Conference
- 2010 Chair, Session on “*Knowledge: Getting it, Using it, and Passing it on*”, AOM Conference
- 2010 Faculty Advisor, *Management and Organization Review Workshop*, IACMR Conference
- 2009 Chair, Session on “*The Influence of Uncertainty on Investment Behavior of Firms*”, SMS Conference

- 2009 Chair, Session on “*Market Conditions and Firm Internationalization*”, SMS Conference
- 2009 Chair, Session on “*Learning, Experience, and Alliance Success*”, AIB Conference
- 2008 Representative-at-Large, Global Strategy Interest Group, Strategic Management Society
- 2008 Organizer, Panel on “*Real Options and International Investment*”, AIB Conference
- 2007 Chair, Session on “*Corporate Entrepreneurship*”, SMS Conference
- 2006 Coorganizer, “*Real Options in Entrepreneurship and Strategy*” Conference, University of North Carolina at Chapel Hill
- 2006 Organizer, Panel on “*The Value of Strategic Flexibility*”, Competitive Strategy Interest Group, SMS Conference
- 2006 Panelist, Professional Development Workshop on “*Empirically Investigating Real Options*”, AOM Conference
- 2006 Panelist, Panel on “*Academic Job Search*”, Sponsored by the International Association for Chinese Management Research, AOM Conference
- 2005 Panelist, Panel on “*Strategic Alliances and Organizational Governance*”, Corporate Strategy and Governance Interest Group, SMS Conference
- 2005 Discussant, Session on “*Alliances, Acquisitions, and Learning*”, AIB Conference
- 2005 Facilitator, Interactive Paper Session on “*Strategy and Performance*”, AOM Conference
- 2003 Chair, Session on “*Real Options and Growth in Alliances*”, Fisher Conference on Strategic Alliances, The Ohio State University

Presentations at Refereed International Conferences: (omitted)

Special Issue Editor:

***Advances in Strategic Management*** (2007, Vol. 24)

Senior Editor:

***Management & Organization Review*** (2021-2024)

Consulting Editor:

***Journal of International Business Studies*** (2023)

Editorial Board Member:

***Academy of Management Journal***

***Asia Pacific Journal of Management***

***Global Strategy Journal*** (current)

***Journal of International Business Studies*** (current)

*Journal of Management*  
*Organization Science* (current)  
*Strategic Entrepreneurship Journal* (current)  
*Strategic Management Journal* (current)  
*Strategic Organization*  
*Strategy Science* (current)

Ad hoc Reviewing for Journals:

*Academy of Management Journal*  
*Academy of Management Perspectives*  
*Academy of Management Review*  
*Administrative Science Quarterly*  
*Asia Pacific Journal of Management*  
*British Journal of Management*  
*California Management Review*  
*Entrepreneurship Theory & Practice*  
*Financial Management*  
*International Business Review*  
*International Journal of Management Reviews*  
*Journal of Business Research*  
*Journal of Business Venturing*  
*Journal of Economics & Management Strategy*  
*Journal of Empirical Legal Studies*  
*Journal of International Management*  
*Journal of Management*  
*Journal of Management Studies*  
*Journal of Strategy and Management*  
*Journal of World Business*  
*Long Range Planning*  
*Managerial and Decision Economics*  
*Management and Organization Review*  
*Management Science*  
*Nature Scientific Data*  
*Organization Studies*  
*Oxford Research Encyclopedia of Business and Management*  
*PLOS ONE*  
*Research Policy*  
*Science*  
*Strategic Organization*  
*Strategy Science*

Ad hoc Reviewing for Book Publishers:

*De Gruyter*  
*Routledge*  
*Southwestern Publishing*  
*Stanford University Press*

### Reviewing for Conferences:

Academy of International Business (AIB) Conference  
Academy of Management (AOM) Conference (BPS/STR, ENT, IM, TIM)  
Babson College Entrepreneurship Research Conference (BCERC)  
Construction Research Congress Conference  
International Association for Chinese Management Research (IACMR) Conference  
Southern Management Association (SMA) Conference  
Strategic Management Society (SMS) International Conference  
Strategic Management Society (SMS) Special Conference  
Strategy Research Foundation (SFR), Strategic Management Society (SMS)  
Sustainability, Ethics, and Entrepreneurship (SEE) Conference (Advisory Board)

### Reviewing for Grants and Awards:

National Science Foundation (NSF)  
German Academic Association for Business Research Award  
Research Grants Council of Hong Kong (RGC)  
Responsible Research in Business & Management Award, RRBM

### **Doctoral Dissertation Supervision**

Advisor: Shaoqing Tang, Leeds School of Business, University of Colorado, Spring 2026 (expected)

Advisor: Yuping Li (placement: Singapore Management University), Leeds School of Business, University of Colorado, 2025

Committee member: Hugo Leenders (placement: New Mexico State University), Leeds School of Business, University of Colorado, 2025

Committee member: Dongoh Shin (placement: Wayne State University), Leeds School of Business, University of Colorado, 2025

Committee member: Jamil Kreugel (placement: Southern Illinois University Edwardsville), Strome College of Business, Old Dominion University, 2025

Committee member: Gianni De Bruyn (placement: San Diego State University), University of South Carolina, 2025

Committee member: Qingwei Li (placement: Hang Seng University of Hong Kong), Nanyang Technological University, 2025

Committee member: Hyewon Ma (placement: Indiana University Bloomington), University of Illinois at Urbana Champaign, 2024

✓ **Winner of the Buckley-Casson Best Dissertation Award**, 2025 Academy of International Business, for dissertation “*Real Options Theory and the Value of Strategic Flexibility for MNEs*”

✓ **Winner of the Best Dissertation Award**, 2025 Academy of Management IM Division, for dissertation “*Real Options Theory and the Value of Strategic Flexibility for MNEs*”

Committee member: Jing Deng (placement: Visiting Assistant Professor at Georgetown University / Arizona State University), Leeds School of Business, University of Colorado, 2024

Committee member: Eric Jun Xu (placement: postdoc at Hong Kong Polytechnic University), University of California Riverside, 2024

Committee member: Huiyi Litan (placement: postdoc at Stockholm School of Economics), Tsinghua University, 2024

Advisor: Nianchen Han (placement: Nanyang Technological University), Leeds School of Business, University of Colorado, 2023

✓ ***Finalist of the Wiley Blackwell Award for Outstanding Dissertation Research***, STR Division, 2023 AOM Conference, for dissertation “*How Value Appropriation Concerns Affect Knowledge Development Decisions*”

Coadvisor: Anpu Mahalingam (placement: University of Utah / Syracuse University), Krannert School of Management, Purdue University, 2021

✓ ***Winner of the Wiley Blackwell Award for Outstanding Dissertation Research***, STR Division, 2022 AOM Conference, for dissertation “*Corporate Strategies of Digital Organizations*”

Coadvisor: Mingtao Xu (placement: Louisiana State University / Tsinghua University), Krannert School of Management, Purdue University, 2020

Committee member: Harsha Tadikonda (placement: Indian School of Business), Leeds School of Business, University of Colorado, 2020

Committee member: Moonsik Shin (placement: postdoc at University of Florida), Krannert School of Management, Purdue University, 2020

Committee member: Jucun Liu (placement: industry), Lyles School of Civil Engineering, College of Engineering, Purdue University, 2020

Committee member: Kun Zhang (placement: Peking University / HKUST), Leeds School of Business, University of Colorado, 2019

Coadvisor: Francisco Morales (placement: Universidad Diego Portales, Chile), Leeds School of Business, University of Colorado, 2019

Committee member: Hong Zhang (placement: Wuhan University, China), Guanghua School of Management, Peking University, 2019

Committee member: Joonhyung Bae (placement: Ulsan National Institute of Science and Technology, Korea), Krannert School of Management, Purdue University, 2018

Committee member: Cristina Poleacovshi (placement: Iowa State University), College of Engineering and Applied Science, University of Colorado, 2017

Advisor: Yuchen Zhang (placement: Tulane University), Leeds School of Business, University of Colorado, 2016

✓ ***Winner of the Robert J. Litschert Best Paper by Doctoral Students Award*** (for paper based on dissertation), Business Policy and Strategy Division, 2014 AOM Conference

Coadvisor: Wenlong He (placement: University of International Business & Economics, China), Guanghua School of Management, Peking University, 2015

Committee member: Sid Vedula (placement: Babson College), Leeds School of Business, University of Colorado, 2015

Committee member: Joris Kil (placement: postdoc at Erasmus University), Erasmus School of Economics, Erasmus University Rotterdam, 2013

Committee member: Rick Hunt (placement: University of Colorado / Virginia Tech), Leeds School of Business, University of Colorado, 2013

- ✓ **Winner of the National Federation of Independent Business (NFIB) Doctoral Dissertation Award**, Entrepreneurship Division, 2014 AOM Conference, for dissertation “*Essays concerning the entry and survival strategies of entrepreneurial firms: A transaction perspective*”

Advisor: Ken Younge (now at École Polytechnique Fédérale de Lausanne – EPFL), Leeds School of Business, University of Colorado, 2012

- ✓ **Winner of the Wiley-Blackwell Outstanding Dissertation Award**, Business Policy and Strategy Division, 2013 AOM Conference, for dissertation “*Employee Mobility and the Appropriation of Value from Knowledge*”
- ✓ **Winner of the Strategic Management Society Best Conference Paper Prize** (for paper based on dissertation), 2011 SMS Conference

Committee member: Shubin Wu (now at University of Liverpool), Department of Managerial Economics, Strategy, and Innovation, Katholieke Universiteit Leuven, Belgium, 2011

Committee member: Markus Fitza (now at Frankfurt School of Finance & Management), Leeds School of Business, University of Colorado, 2010

- ✓ **Finalist of the Wiley-Blackwell Outstanding Dissertation Award**, Business Policy and Strategy Division, 2011 AOM Conference, for dissertation “*IPO Underpricing from the Perspective of the Issuing Firm: Money Left on the Table or Strategic Gain?*”

Committee member: Tandy Dilworth (placement: industry), Leeds School of Business, University of Colorado, 2010

Committee member: Po-Lu Chen (placement: Tamkang University, Taiwan), Department of Economics, University of Colorado, 2010

Committee member: Desiree Pacheco (placement: Portland State University), Leeds School of Business, University of Colorado, 2009

Committee member: Pingping Song (placement: Georgia Gwinnett College), Robinson College of Business, Georgia State University, 2009

Committee member: Scott Ellis (placement: Clemson University), School of Management, SUNY Buffalo, 2007

- ✓ **Winner of the 2008 Elwood S. Buffa Doctoral Dissertation Award**, The Decision Sciences Institute

## Institutional Services

Chair, Full Professors Committee, Leeds School of Business, 2024-2026

Chair, AI Research Committee, Leeds School of Business, 2025-2026

Member, Full Professors Subcommittee on Bylaws and Chairs/Professorships/Fellows, Leeds School of Business, 2023-2025

Co-Chair, Faculty Staff Community Committee, Leeds School of Business, 2022-2023

Member, Dean Search Committee, Leeds School of Business, University of Colorado, 2022-2023



Member, PUEC for faculty Full Professor Promotion, Leeds School of Business, University of Colorado, 2023, 2019

Chair, PUEC for faculty Full Professor Promotion, Leeds School of Business, University of Colorado, 2021

Chair, Faculty Diversity Action Plan (FDAP) Faculty Search Committee, SEO Division, Leeds School of Business, University of Colorado, 2020

Chair, Master's Programs Curriculum & Policy Committee (MCPC), Leeds School of Business, University of Colorado, 2017-2020

Chair, Faculty Search Committee for Strategy & Entrepreneurship, SEO Division, Leeds School of Business, University of Colorado, 2017-2019

Member, Primary Unit Evaluation Committee for Full Professor Promotion, Leeds School of Business, University of Colorado, 2017-

Member, Division Executive Committee, Division of Strategy, Entrepreneurship, & Operations, Leeds School of Business, University of Colorado, 2017-

Ph.D. Program Director, Strategic Management, Krannert School of Management, Purdue University, 2016-2017

Director, Center for the Study of Technology Commercialization, Krannert School of Management, Purdue University, 2016-2017

Member, Management Policy Committee, Krannert School of Management, Purdue University, 2016-2017

Member, STAR Committee, Krannert School of Management, Purdue University, 2016-2017

Member, Full Professor Committee, Krannert School of Management, Purdue University, 2016-2017

Member, Faculty Tenure and Promotion Committee, Krannert School of Management, Purdue University, 2016-2017

Member, Grand Challenge Committee, University of Colorado, 2015-2016

Member, Primary Unit Evaluation Committee for Faculty Tenure and Promotion, Leeds School of Business, University of Colorado, 2015

Faculty Advisor, Global Business Club, MBA Student Association, Leeds School of Business, University of Colorado, 2013-2016

Ph.D. Program Director, Division of Management & Entrepreneurship (Strategic, Organizational, & Entrepreneurial Studies), Leeds School of Business, University of Colorado, 2013-2016

Member, Doctoral Program Curriculum and Policy Committee, Leeds School of Business, University of Colorado, 2013-2016

Member, Division Executive Committee, Division of Management & Entrepreneurship, Leeds School of Business, University of Colorado, 2011-2014

Member, Entrepreneurship Research Committee, Deming Center for Entrepreneurship, Leeds School of Business, University of Colorado, 2011-2016

Member, Primary Unit Evaluation Committee for Faculty Reappointment, Leeds School of Business, University of Colorado, 2013

Member, Faculty Search Committee, Division of Management & Entrepreneurship, Leeds School of Business, University of Colorado, 2011-2015

Member, Diversity Affairs Committee, Leeds School of Business, University of Colorado, 2010-2013

Coordinator, Distinguished Speaker Seminars, Management & Entrepreneurship Division, Leeds School of Business, University of Colorado, 2008-2011

Member, Teaching and Learning Excellence Committee, Leeds School of Business, University of Colorado, 2008-2010

Member, Undergraduate Program Curriculum and Policy Committee, Leeds School of Business, University of Colorado, 2007-2008

## Honors and Awards

- 2025 ***University of Colorado Boulder Faculty Assembly Excellence in Research Award***, Nominee by Leeds School of Business
- 2024 ***Winner of Best Paper Award*** (with H. Litan, K. Rong, D. Zhou), Strategic Management IG, European Academy of Management
- 2024 ***Top-10 Cited Paper*** published in ***Strategic Management Journal*** in 2022 (with Y. Zhang, J. Li): “Platform governance matters: How platform governance affects knowledge sharing among complementors”
- 2023 ***Best Paper Award*** (with S. Tang, Z. Wang), Knowledge & Innovation IG, Strategic Management Society
- 2023 ***Outstanding Faculty Mentor Award for Graduate Students***, Winner, Graduate School, University of Colorado
- 2022 ***Joseph L. Frasca Teaching Excellence Award***, Nominee, Leeds School of Business, University of Colorado
- 2022 ***Best Paper*** (with N. Li), STR Division, Academy of Management
- 2021 ***Winner of the 2021 Best Paper of the Year Award*** (with C. Poleacovschi, A. Javernick-Will, & W. Wang), *Journal of Management in Engineering*
- 2021 ***Winner of the New Venture Challenge (NVC) Impact Prize***, University of Colorado
- 2020 ***Conference Best Short Paper*** (with D.T. Nguyen, O. Oh, R. Ramirez, and K. Guzik), First Runner-Up, International Conference on Information Systems (ICIS)
- 2020 ***Excellence in Leadership Program Fellow***, University of Colorado System
- 2019 ***Best Paper in CSR and Sustainability*** (with J. Zhao, L. Zhu), Finalist, IMD, Academy of Management
- 2018 ***Emerald Best Symposium Award***, Finalist, ITC, Academy of Management
- 2018 ***Outstanding Faculty Mentor Award for Graduate Students***, Finalist, Graduate School, University of Colorado

- 2017 ***Distinguished Ph.D. Teacher***, Krannert School of Management, Purdue University
- 2017 ***Distinguished MBA Teacher***, Krannert School of Management, Purdue University
- 2016 ***Distinguished MBA Teacher***, Krannert School of Management, Purdue University
- 2015 ***Winner of the Best Academic Poster Award*** (with C. Poleacovshi, A. Javernick-Will), Construction Industry Institute
- 2015 ***MBA Teaching Excellence Award***, Finalist, MBA class of 2015, Leeds School of Business, University of Colorado
- 2014 ***Ph.D. Advisor of the Winner of Wiley-Blackwell Outstanding Dissertation Award*** (K. Younge), BPS Division, AOM
- 2014 ***AIB/Temple Academy of International Business Best Paper Award*** (with R. Belderbos, S. Wu), Finalist, Academy of International Business
- 2013 ***MBA Teaching Excellence Award***, Finalist, MBA class of 2013, Leeds School of Business, University of Colorado
- 2011 ***Winner of the Strategic Management Society Best Conference Paper Prize*** (with K. Younge, L. Fleming), Strategic Management Society
- 2011 ***Winner of the IACMR/Emerald Chinese Management Research Fund Award*** (with W. He, J. Lu) International Association for Chinese Management Research
- 2007 ***Provost's Exceptional Young Scholar Award*** for Outstanding Research and Teaching, SUNY Buffalo
- 2005 ***Best Reviewer Award***, Academy of International Business
- 2004 ***Ph.D. Student Research Award***, CIBER, Fisher College of Business, OSU
- 2003 ***Ph.D. Student Research Award***, CIBER, Fisher College of Business, OSU
- 2003 ***Commendation Letter for Outstanding Teaching***, Fisher College of Business, OSU
- 2002 ***PEGS Dissertation Fellowship***, Fisher College of Business, OSU
- 2000 ***University Fellowship***, Graduate School, OSU

### **Keynote Speaker / Moderator**

- 2025 Keynote Speaker, “*Firm Strategy amid Global AI Competition*”, Marco Keynote Speech, IACMR, Xi'an, China
- 2024 Keynote Speaker, “*Value Circles: Strategy in a VUCA World*”, Digital Economy Conference, Tsinghua University School of Social Sciences
- 2024 Keynote Speaker, “*Open Source Innovation: Corporate Strategy Implications*”, Global Innovation and IP Conference, China
- 2021 Moderator, “*Fireside with Michael Porter*”, University of Colorado & Harvard University
- 2021 Keynote Speaker, “*How Do Platform Companies Orchestrate a Digital Ecosystem?*”, CICALICS Academy, Globelics
- 2021 Keynote Speaker, Leeds Business Power Breakfast Series “*How Do Platform Companies Orchestrate a Digital Ecosystem*”, University of Colorado

- 2021 Keynote Speaker, “*Value Circles: Strategy in a VUCA World*”, Machine Industry Press, China
- 2020 Keynote Speaker, “*Chinese Entrepreneurs Today*”, China Forum, IACMR
- 2016 Keynote Speaker, “*Patent Flows in and out of China*”, NYU Center U.S.-China Relations and NYU School of Law
- 2015 Keynote Speaker, “*Non-Practicing Entity as a Patent Market Intermediary: Strategic and Policy Implications*”, State Intellectual Property Office (SIPO), China

### **Invited Seminars/Presentations**

AIEA/NBER, 2023  
 Carnegie Mellon University, 2003  
 CBRN, 2024  
 CEIBS, 2007, 2013, 2024  
 CKGSB, 2013  
 Chinese University of Hong Kong, 2009  
 Chinese University of Hong Kong Shenzhen, 2025  
 Colorado State University, 2012  
 Copenhagen Business School, 2015  
 Erasmus University Rotterdam, 2010  
 Florida International University, 2024  
 Fudan University, 2025  
 Fuzhou University, 2015  
 George Washington University, 2003, 2017  
 Hang Seng University of Hong Kong, 2025  
 Harvard Business School, 2010, 2023  
 Hong Kong University of Science & Technology, 2015  
 Huazhong University of Science & Technology, 2014  
 IE University (EU-DPRN), 2025  
 INSEAD, 2004, 2015  
 Jinan University, 2015  
 Katholieke Universiteit Leuven (Brussels), 2018  
 Katholieke Universiteit Leuven (Leuven), 2010, 2018  
 LMU Munich, 2021  
 Nanjing University, 2007  
 Nanyang Technological University, 2019, 2023  
 NBER Lunch Seminar, 2011  
 NBER Summer Institute, 2018  
 National University of Singapore, 2004  
 New York University Center on U.S.-China Relations / NYU School of Law, 2016  
 NIDA Business School, 2019  
 North Carolina State University, 2006  
 Northwestern University Searle Center, 2015, 2016  
 Oregon State University, 2024  
 Peking University GSM, 2014, 2015, 2019, 2025  
 Peking University NSD, 2014, 2019, 2022  
 Peking University PHBS, 2021

Purdue University, 2016  
 Queen's University, 2004  
 Renmin University of China, 2015, 2018, 2019  
 Rensselaer Polytechnic Institute, 2013  
 Rice University, 2012  
 Shanghai University of Finance & Economics, 2011, 2021  
 Simon Fraser University, 2003, 2024  
 Singapore Management University, 2004, 2014  
 Solvay Brussels School of Economics & Management, 2018  
 Southern Methodist University, 2007  
 Southwest University, 2024  
 State University of New York at Buffalo, 2003  
 Sun Yat-Sen University, 2005, 2018  
 Temple University, 2003  
 Texas A&M University, 2006, 2012  
 The Ohio State University, 2011, 2016  
 Tilburg University, 2010, 2018  
 Tongji University, 2022, 2024  
 Tsinghua University, 2005, 2018, 2025  
 Tulane University, 2024  
 University College London (EU-DPRN), 2024  
 University of California Berkeley, 2013  
 University of California Irvine, 2004, 2023  
 University of California Riverside, 2019  
 University of Central Florida, 2003  
 University of Colorado Boulder, 2007  
 University of Connecticut, 2006  
 University of Electronic Science & Technology of China, 2019  
 University of Hong Kong, 2014  
 University of Illinois at Urbana Champaign, 2012  
 University of International Business & Economics, 2017  
 University of Maryland, 2006  
 University of Minnesota, 2007, 2018  
 University of Nevada, 2024  
 University of North Carolina at Chapel Hill, 2006  
 University of North Carolina at Charlotte, 2004  
 University of Oregon, 2003  
 University of Pennsylvania China Center, 2017, 2019  
 University of Pennsylvania Wharton School Conference, 2014, 2018, 2019, 2022  
 University of Pittsburgh, 2003  
 University of Science & Technology of China, 2019  
 University of South Carolina, 2019, 2024  
 University of Southern California, 2025  
 University of Texas Dallas, 2007, 2022  
 VU University Amsterdam, 2010  
 Waseda University, 2024  
 Wuhan University, 2014  
 Xiamen University, 2019  
 York University, 2003

Zhejiang University, 2014

## **Media and Broader Impact**

*The Conversation:*

“[For engineers, asking for help at work is influenced by gender](#)” (based on my joint research with Cristina Poleacovski, Amy Javernick-Will, and Sheng Wang)

*CGTN:*

“[How will China’s AI landscape evolve?](#)” (YouTube)

*CU Boulder Today:*

“[Goodbye to noncompete agreements? What the FTC ruling could mean for workers, businesses](#)”

*Federal Trade Commission:*

“[Final Rule on Noncompete Clauses](#)” (referenced my joint research with Ken Younge and Lee Fleming on noncompete agreements)