

**NAN JIA, Ph.D**

Dean's Associate Professor in Business Administration  
 Associate Professor of Strategic Management  
 Marshall School of Business • University of Southern California  
 Hoffman Hall 518, 701 Exposition Blvd, Los Angeles, CA, USA, 90089-1424  
 Email: [nan.jia@marshall.usc.edu](mailto:nan.jia@marshall.usc.edu)  
 Personal site: [www.nan-jia.net](http://www.nan-jia.net)

**ACADEMIC EXPERIENCE**

- 2022 – Dean's Associate Professor in Business Administration, Marshall School of Business, University of Southern California
- 2018 – Associate Professor of Strategic Management, Marshall School of Business, University of Southern California
2019. 01 – 05 Visiting Scholar, Walter H. Shorenstein Asia-Pacific Research Center, Stanford University
- 2009 – 2018 Assistant Professor of Strategic Management, Marshall School of Business, University of Southern California
- 2008 –2009 Postdoctoral Fellow, Joseph L. Rotman School of Management, University of Toronto

**EDUCATION**

- 2008 **Ph.D., in Strategic Management**, Joseph L. Rotman School of Management, University of Toronto, Toronto, Canada
- 2002 **B.A., Major Economics (First Class Honors)**, Guanghua School of Management, Peking University, Beijing, China

**JOURNAL PUBLICATIONS**

- [26] Luo X., Jia N., Ouyang E. Fang Z. (2024) Introducing Machine-Learning-Based Data Fusion Methods for Analyzing Multimodal Data: An Application of Measuring Trustworthiness of Microenterprises, *Strategic Management Journal*, 1-33 <https://doi.org/10.1002/smj.3597>
- Figures, Data and Codes publicly available here: <https://multimodal-trustworthiness.github.io/>
- [25] Yin D., Jia N., Wakslak C., (2024) AI can help people feel heard, but an AI label diminishes this impact, *Proceedings of the National Academy of Sciences*, 121(14), e2319112121 [www.pnas.org/doi/10.1073/pnas.2319112121](http://www.pnas.org/doi/10.1073/pnas.2319112121)
- [24] Huang K., Jia N., Ge Y., (2024) Forced to Innovate? Consequence of U.S. Anti-Dumping Sanctions on Chinese Exporters' Innovations, *Research Policy*, 53(1) 104899 <https://doi.org/10.1016/j.respol.2023.104899>
- Finalist for 2022 SMS Annual Conference Best Paper Prize

- [23] Qin S., Jia N., Luo X., Liao C., Huang Y. (2023) Perceived Fairness of Human Managers Compared with Artificial Intelligence in Employee Performance Evaluation, forthcoming, *Journal of Management Information Systems*. 40:4, 1039-1070. <https://doi.org/10.1080/07421222.2023.2267316>
- [22] Ang Y., Jia N., Yang B., Huang K., (2023) The Limits of State-Led Innovation: Evidence from Chinese Patents. *Comparative Political Studies*, forthcoming <https://doi.org/10.1177/00104140231209960> (The datasets generated during and/or analyzed during the current study are available in the Dataverse repository: <https://doi.org/10.7910/DVN/LX5YI2>.)
- [21] Jia N., Luo X., Fang Z., Liao C., (2024) When and How Artificial Intelligence Augments Employee Creativity. *Academy of Management Journal*, 67(1): 5-32, <https://doi.org/10.5465/amj.2022.0426>
- [20] Camara O., Jia N., Raffiee J. (2023) Reputation, Competition, and Lies in Labor Market Recommendations *Management Science*, 69(11): 6417-7150, <https://doi.org/10.1287/mnsc.2022.4654> (Authors listed alphabetically)
- [19] Wei Y., Jia N., Bonardi, J., (2023) Corporate Political Connections: A Multidisciplinary Theoretical Review. *Journal of Management*, 49(6): 1870-1910 <https://doi.org/10.1177/01492063221136839>
- [18] Wei Y., Ang Y., Jia N., (2023) The Promise and Pitfalls of Government Guiding Funds, *China Quarterly*, 256: 939-959, <https://doi.org/10.1017/S0305741023000280>
- [17] Miric M., Jia N., Huang K. (2023). Using Supervised Machine Learning for Large-Scale Classification in Management Research: The Case for Identifying Artificial Intelligence Patents *Strategic Management Journal*, 44(2): 491-519, <https://doi.org/10.1002/smj.3441>
- Data publicly available: <https://www.milanmiric.com/ai-patents-us>
- [16] Jia N., Markus S., Werner T., (2023) Theoretical Light in Empirical Darkness: Illuminating Strategic Concealment of Corporate Political Activity, *Academy of Management Review*, 48(2): 264-291 <https://doi.org/10.5465/amr.2019.0292> (Authors listed alphabetically)
- 2020 Academy of Management Conference Best Paper Award, Strategic Management (STR) Division
  - Covered by Academy of Management Review Origins Series Episode 39 - Nan Jia and Tim Werner - Theoretical Light in Empirical Darkness, <https://www.youtube.com/watch?v=w-5q92VYFvo>
  - Reported by Academy of Management Insights Newsletter, October 2 2023, “Firms’ Risks and Rewards of Hiding Political Contributions” <https://journals.aom.org/doi/10.5465/amr.2019.0292.summary>
- [15] Tong, S., Jia, N., Luo, X., & Fang, Z. (2021). The Janus Face of Artificial Intelligence Feedback: Deployment Versus Disclosure Effects on Employee Performance. *Strategic Management Journal*, 42(9): 1600-1631. <https://doi.org/10.1002/smj.3322>
- [14] Jiang, H., Jia, N., Bai, T., & Bruton, G. D. (2021). Cleaning House Before Hosting New Guests: A Political Path Dependence Model of Political Connection Adaptation in The Aftermath of Anticorruption Shocks. *Strategic Management Journal*, 42(10):1793–1821. <https://doi.org/10.1002/smj.3315>

- [13] Jia, N., Zhao, B., Zheng, W., & Lu, J. (2022) No Free Lunch After All: Corporate Political Connections and Firms' Location Choices. *Organization Science*. 33(2):650-670.  
<https://doi.org/10.1287/orsc.2021.1451>
- [12] Jia N., Shi J., Wang C., Wang Y. 2020. Parasites and Paragons: Ownership Reform and Concentrated Interest among Minority Shareholders. *Journal of Management Studies* **51**(7): 129-162
- [11] Jia N., Huang K.G., Zhang C.M. 2019. Public Governance, Corporate Governance, and Firm Innovation: An Examination of State-Owned Enterprises. *Academy of Management Journal* **62**(1): 220-247
- Nominated for the Caroyn Dexter Award at the 2016 Academy of Management Conference
  - 2016 DRUID Asia Conference Best Paper Award
- [10] Jia N., Shi J., Wang Y. 2018. Value Creation and Value Capture in Governing Shareholder Relationships: Evidence from a Policy Experiment in an Emerging Market. *Strategic Management Journal* **39**(9): 2466-2488  
(Authors listed alphabetically)
- [9] Jia N., 2018. The “Make and/or Buy” Decisions of Corporate Political Lobbying: An Integration of Economic Efficiency and Legitimacy Perspectives. *Academy of Management Review* **43**(2): 1-21
- [8] Haveman H., Jia N., Shi J, Wang Y. 2017. The Dynamics of Political Embeddedness in China. *Administrative Science Quarterly* **62**(1): 67-104.  
(Authors listed alphabetically)
- [7] Jia N., Mayer K.J. 2017. Political Hazards and Firms' Geographic Concentration. *Strategic Management Journal* **38**(2): 203–231.
- [6] Jia N., 2016. Political Strategy and Market Capabilities: Evidence from the Chinese Private Sector. *Management and Organization Review*, **12**(1):75-102.
- [5] Choi S., Jia N., Lu J. 2015. The Structure of Political Institutions and Effectiveness of Corporate Political Lobbying. *Organization Science* **26**(1): 158-179.  
(Authors listed alphabetically)
- [4] Jia N. 2014. Are Collective and Private Political Actions Substitutes or Complements? Empirical Evidence from China's Private Sector. *Strategic Management Journal* **35**(2): 292-315.
- [3] Ang Y., Jia N. 2014. Perverse Complementarity: Political Connections & the Use of Courts Among Private Firms in China. *Journal of Politics* **76**(2): 318-332.  
(Authors listed alphabetically)
- [2] Jia N. 2013. Competition, governance, and relationship-specific investments: Theory and implications for strategy. *Strategic Management Journal* **34**(13): 1551–1567.
- [1] Jia N., Shi J., Wang Y. 2013. Coinsurance within Business Groups: Evidence from Related Party Transactions in an Emerging Market. *Management Science* **59**(10): 2295–2313.  
(Authors listed alphabetically)

## **PUBLICATIONS IN EDITED VOLUMES AND CONFERENCE PROCEEDINGS**

[5] Murphy, M., Walker, E. Jia, N. 2022. The Art of Blending Stakeholders: “Baptist and Bootlegger” Coalitions in Corporate Constituency Building. *Academy of Management Meeting Best Paper Proceedings*.

[4] Jia N., Markus S., Werner T., 2020. Illuminating Secrecy in Corporate Political Activity. *Academy of Management Meeting Best Paper Proceedings*.

[3] Jia N., Shi J., Wang Y., 2018 "The Interdependence of Public and Private Stakeholder Influence: A Study of Political Patronage and Corporate Philanthropy in China." in Sinziana Dorobantu , Ruth V. Aguilera , Jiao Luo , Frances J. Milliken (ed.) Sustainability, Stakeholder Governance, and Corporate Social Responsibility, *Advances in Strategic Management*, Volume 38, Emerald Publishing Limited, pp.69 – 93

[2] Jia N., Mayer K. 2016. Complementarity in Firms’ Market and Political Capabilities: An Integrated Theoretical Perspective. In John M. De Figueiredo , Michael Lenox , Felix Oberholzer-Gee , Richard G. Vanden Bergh (ed.) Strategy Beyond Markets, *Advances in Strategic Management* Volume 34, Emerald Group Publishing Limited, pp.437 - 470

[1] Jia N., Huang K.G., Zhang C.M. 2015. Agency Incentives and Firm Innovation: Analyzing the Patenting Behavior of State-owned Firms in China. *Academy of Management Meeting Best Paper Proceedings*.

## BOOK REVIEWS

Jia N., 2023. Vili Lehdonvirta. Cloud Empires: How Digital Platforms Are Overtaking the State and How We Can Regain Control. *Administrative Science Quarterly*. <https://doi.org/10.1177/00018392231217403>

## CONFERENCE AND SEMINAR PRESENTATIONS

2025 Seminar at Strategy & Organizations area at McGill University (scheduled)

2024 Academy of International Business Shared Interest Group Digital Globalization Research Panel (online); Fifth AI and Strategy Consortium (online); 2024 Utah-BYU Winter Strategy Conference (Park City, Utah); 4th Annual AIM Conference at USC Marshall School of Business (Los Angeles, CA); SEIB Seminar, University of Illinois (Champaign, IL; scheduled); Seminar at Strategy and Entrepreneurship departments at INSEAD (Singapore; scheduled); Seminar at National University of Singapore (Singapore; scheduled); Seminar at the Singapore Management University (Singapore; scheduled); Management, Analytics & Data Conference at Columbia University (New York, NY); Chinese University of Hong Kong Business School Research Seminar (Hong Kong, scheduled); University of Hong Kong Business School Seminar (Hong Kong, scheduled); 2024 Strategy Summit (Park City, UT; scheduled); Seminar at Strategic Management & Public Policy, George Washington University (Washington DC.; Scheduled);

2023 4<sup>th</sup> AI and Strategy Consortium (India; virtual seminar); 3rd Annual AIM Conference at USC Marshall School of Business (Los Angeles, CA); The Arc of Chinese Economy, the 9<sup>th</sup> Annual Conference of the Center for the Study of Contemporary China at the University of Pennsylvania (Philadelphia, PA); USC Law School’s Center for Law & Social Science (CLASS) workshop (Los Angeles, CA); Consortium for Research in Strategy (CRS) Conference (Chicago, IL); Management, Analytics & Data Conference at Columbia University (New York, NY); IACMR Research Seminar Series # 37 (Virtual); the 2023 Bocconi Nonmarket Strategy Workshop (Milan, Italy); 11th China

- Marketing International Conference (online); China Business Research Network seminar (Virtual); Strategic Management Society Annual Conference (Toronto, Canada); MIT FutureTech Workshop on AI Scaling and its Implications (Cambridge, MA); Institute of Insights at Georgia State University (Atlanta, GA); Presentation to the China Business Research Network (Virtual); School of Economics and Management, Tsinghua University (Virtual); 2023 Conference on Artificial Intelligence, Machine Learning, and Digital Analytics (Philadelphia)
- 2022 3<sup>rd</sup> AI and Strategy Consortium (India; virtual seminar); International Studies Association (Nashville; virtual seminar); 2<sup>nd</sup> Artificial Intelligence in Management Conference (USC, Virtual); Global Innovation Seminar (University of Michigan, Virtual); 10<sup>th</sup> Strategy Symposium on Emerging Markets (Rice University, in-person); 1<sup>st</sup> Wharton/Columbia Management, Analytics, and Data (M.A.D.) Conference (Columbia University, in-person); 2022 China Marketing International Conference Guest Speech (virtual); Academy of International Business Annual Conference (Miami, FL); Academy of Management Annual Conference (Seattle, WA); Hong Kong Polytechnic University, Department of Management and Marketing (Virtual); University of Texas Dallas, Jindal School of Management (Dallas, TX); China Industrial Policy Conference by University of California Institute on Global Conflict and Cooperation (San Diego, CA); University of Pennsylvania Center for the Study of Contemporary China (Virtual); Peking University HSBC Business School (Virtual); Yale China-India Insights Conference (Los Angeles); Remin University Business School (Virtual); IACMR Macro Frontier Research Conference (Virtual); Consortium for Research in Strategy (CRS) Conference (Austin, TX)
- 2021 Innovation and Entrepreneurship Seminar Series at the Max Planck Institute for Innovation and Competition (Munich, Germany; virtual seminar); 2nd AI and Strategy Consortium (India; virtual seminar); Bocconi University (Accounting Dept; virtual seminar); Asia-Pacific Entrepreneurship & Innovation Seminar Series (virtual seminar); Wharton Technology and Strategy Conference (virtual); Strategy Science Conference (HBS, Virtual); 1<sup>st</sup> Artificial Intelligence in Management Conference (USC, Virtual); Society for Institutional and Organizational Economics annual conference (Boston, Virtual); Academy of Management Annual Conference (virtual); Chinese Scholars Marketing Association (CSMA) Annual Conference keynote speech (virtual); Strategic Management Society Annual Conference (Toronto, virtual); University of California Los Angeles Anderson School of Management, (Los Angeles); Georgetown University McDonough School of Business (Washington DC, virtual); Chinese University of Hong Kong – Shenzhen Campus (virtual); Conference on Artificial Intelligence, Machine Learning, and Business Analytics (virtual)
- 2020 Strategic Management Society Special Conference in Berkeley (Berkeley, CA; paper accepted and conference cancelled); 2020 AIM (Artificial Intelligence in Management) Conference (Los Angeles, CA, paper accepted and conference cancelled); AI in Strategy Workshop, NYU Stern School of Business (New York, NY, presented at virtual conference); University of Colorado at Boulder, Leeds School of Business (Boulder, CO, virtual seminar); HEC Paris (France, virtual seminar); Monash University, Social Science Insights from Alternative Data Labs, Australia, virtual seminar); NYU-Temple-CMU 2020 Conference on Artificial Intelligence, Machine Learning, and Business Analytics (Philadelphia, PA, virtual seminar)
- 2019 The China Social Science Workshop at Walter H. Shorenstein Asia-Pacific Research Center, Stanford University (Stanford, CA); The Leavey School of Business, Santa Clara University (Santa Clara, CA); The Ivey School of Business, University of of Western Ontario, the Business, Economics and Public Policy group (London, Canada); The MIT Sloan School of Management, Global Economics and Management group seminar (Boston, MA); The Carlson School of Management, University of Minnesota (Minneapolis, MN); The Faculty of Business and Economics, University of Hong Kong (Hong Kong); The Hong Kong University of Science and Technology Business School (Hong Kong); The Wharton-PKU conference on Innovation and Intellectual Property (Beijing, China); The AI Bots, Algorithms, and Business Analytics workshop (Shanghai, China); The 2019 Organization, Strategy, and Society workshop (Xi'an, China); the

- Academy of Management Annual Conference (Boston, MA); the Strategic Management Society Annual Conference (Minneapolis, MN); George Washington University Business School (Washington D.C.); the 2019 CODE conference at the MIT (Boston, MA), the 2019 REER conference (Atlanta, GA), the 2019 Conference on Artificial Intelligence, Machine Learning, Business Analytics (Philadelphia, PA)
- 2018 The 2018 IB Frontier Symposium (Columbia, SC); The Research Day of the STR Executive Committee (Philadelphia, PA); The USC Marshall China Research Day (Los Angeles, CA); The Krannert School of Management, Purdue University (West Lafayette, IN); The Kelley School of Business, University of Indiana at Bloomington (Bloomington, IN); The Wharton School, University of Pennsylvania (Philadelphia, PA); the McDonough School of Business, Georgetown University (Washington DC); the 8th Strategy Symposium on Emerging Markets at Rice University (Houston, TX); the 1<sup>st</sup> Strategy Science Annual Conference (Philadelphia, PA); the Society for Institutional and Organization Economics Annual Conference (Montreal, Canada); the Annual Conference of the International Center for the Study of Institutions and Development (Moscow, Russia); The 2018 Organization, Strategy, and Society workshop (Beijing, China); the 2018 Academy of Management Annual Conference (Chicago, IL); the 2018 Strategic Management Society Annual Conference (Paris, France); the Global Center For Big Data in Mobile Analytics, Fox School of Business, Temple University (Philadelphia, PA)
- 2017 The Strategy and Business Environment Conference at the Duke University (Raleigh, NC); the Prahalad Academic Conference at the University of Michigan (Ann Arbor, MI); the 2017 Conference of Society for Institutional and Organizational Economics (SIOE) at the Columbia Law School (New York, NY); the 2017 Academy of Management Annual Conference (Atlanta, GA); the Lieberthal-Rogel Center for Chinese Studies of the University of Michigan (Ann Arbor, MI); the 2017 Strategic Management Society Annual Conference (Houston, TX); the Darla Moore School of Business, University of South Carolina (Columbia, SC)
- 2016 The Global Strategy and Emerging Markets (GSEM) Annual Conference (Miami, FL); The Strategy and Business Environment Conference (University of Rochester); The 15th Institutional and Organizational Economic Academy (formerly known as the “European School on New Institutional Economics,” Corsica, France); the 2016 Conference of Society for Institutional and Organizational Economics (SIOE, formerly known as the “International Society for New Institutional Economics” ISNIE; SciencePo, Paris, France); HEC Paris - SnO 2016 Research Day (HEC Paris); the 2016 Academy of Management Annual Conference (Anaheim, CA); the 2016 Strategic Management Society Annual Conference (Berlin, Germany); Olin School of Business, Washington University at St. Louis (St. Louis, MO)
- 2015 The 5th Rice Strategy Symposium on Emerging Markets (Rice University); International Society for New Institutional Economics (ISNIE) Annual Conference (Harvard Law School); Academy of Management Annual Conference (Vancouver, Canada); 13<sup>th</sup> West Coast Research Symposium (University of Washington); University of Michigan Micro-enterprises and SMEs Conference (University of Michigan); Seminar at the Rotman School of Management, University of Toronto
- 2014 INFORMS 2014 Annual Meeting (San Francisco, CA)
- 2013 Center for Economics and Strategy (CRES) conference (Washington University at St. Louis); the NYU Strategy and Economics seminar (New York University); Academy of Management Annual Conference (Buena Lake, FL); Conference of Centre for Institutions, Organizations, & Governance (COIG) Conference of the National University of Singapore (Singapore); Strategy seminar, College of Business at the University of Illinois Urbana Champaign; the Strategic Management Society Annual Conference (Atlanta, GA)
- 2012 Atlanta Competitive Advantage Conference (Atlanta); International Society for New Institutional Economics (ISNIE) Annual Conference (Los Angeles); Academy of International Business Annual Conference (Washington D.C.); Academy of Management Annual Conference (Boston)

- 2011 National University of Singapore; Atlanta Competitive Advantage Conference (Atlanta); International Society for New Institutional Economics (ISNIE) Annual Conference (Stanford)
- 2010 Atlanta Competitive Advantage Conference (Atlanta); Academy of Management Annual Conference (Montreal); International Association for Chinese Management Research (IACMR) Conference (Shanghai)
- 2009 Wharton School, University of Pennsylvania; Marshall School of Business, University of Southern California; George Mason University; Lee Kong Chian School of Business, Singapore Management University; School of Business, the University of Hong Kong; College of Business Administration, Northeastern University; International Society for New Institutional Economics (ISNIE) Annual Conference (Berkeley)
- 2008 McGill-Cornell Conference on Institutions and Entrepreneurship; International Society for New Institutional Economics (ISNIE) Annual Conference (Toronto); Annual Strategy & the Business Environment Conference (Duke University); Academy of Management Annual Conference (Anaheim); Conference of The Globalization of Chinese Enterprises: Transformational Politics, Business Strategies, and Future Paths (Boston)
- 2007 Annual AIB Conference on Emerging Research Frontiers in International Business (Miami) Academy of Management Annual Conference (Philadelphia); CCC Conference (Georgia Institute of Technology)

### HONORS, AWARDS, AND GRANTS

- 2024-2025 Strategic Management Society 2023 Strategy Research Foundation (SRF) Research in Strategic Management (RSM) Grant (Grant ID SRF-2023-RSM-000; amount \$21,900) “The AI Impact on Corporate Strategies: Transforming Skill Returns and Business Scope”
- 2024-now Strategy Research Foundation (SRF)-Research in Strategic Management (RSM) Scholar
- 2023-2024 USC Marshall iORB 2023 Multi-Disciplinary Research Grant
- 2019-2020 *The Dean’s Award for Research Excellence*, USC Marshall School of Business
- 2019-2020 *Research Award*, Department of Management and Organization, USC Marshall School of Business
- 2019-2022 National Science Foundation Grant (Award ID 1852641; amount \$293,122) “Examination of Antecedents and Consequences of Business-Government Relationships”
- 2018-2019 *Outlier Research Fund*, Institute for Outlier Research in Business (iORB), USC Marshall School of Business
- 2018-2019 The Strategic Management Journal Best Reviewer Award
- 2017-2018 The Strategic Management Journal Best Reviewer Award
- 2018-2019 *Greif Faculty Research Grant*, Greif Center for Entrepreneurial Studies, USC Marshall School of Business
- 2017-2018 *Top Gun Award*, Department of Management and Organization, USC Marshall School of Business
- 2017-2018 *James H. Zumberge Individual Research Award & Grant*, USC
- 2016-2017 *Business Outlier Research Award & Grant*, Institute for Advanced Studies in Business (IASB), USC Marshall School of Business
- 2015-2016 *The Dean’s Award for Research Excellence*, USC Marshall School of Business
- 2015-2016 *Award for Research Excellence*, Department of Management and Organization, USC Marshall School of Business
- 2014-2015 *Outstanding Editorial Board Member Award*, the Strategic Management Journal
- 2009-2017 *Junior Faculty Award Supplement*, Gilbert Foundation Fund, USC Marshall School of Business
- 2009-2017 *Summer Research Grant*, USC Marshall School of Business

2011-2012	<i>Greif Faculty Research Grant</i> , Greif Center for Entrepreneurial Studies, USC Marshall School of Business
2011-2012	<i>CIBER Research Grant</i> , Center for International Business Education and Research, USC
2010-2011	<i>Greif Faculty Research Grant</i> , Greif Center for Entrepreneurial Studies, USC Marshall School of Business
2010	<i>Finalists for the Best Dissertation Award</i> , the International Society for New Institutional Economics (ISNIE)
2009	<i>Finalist for Richard N. Farmer Dissertation Award Competition</i> , Academy of International Business (AIB)
2006-2008	<i>The AIC Institute Corporate Citizenship Grant</i> , the AIC Institute at the Rotman School of Management, University of Toronto
2003-2008	<i>Open Doctoral Fellowship</i> , Rotman School of Management, University of Toronto

### EDITORIAL BOARD POSITIONS

2024-2026	Guest editor of <i>Strategic Management Journal</i> 's Special Issue on "Strategy and Artificial Intelligence"
2023-	Editorial Review Board Member of <i>Organization Science</i>
2020-2025	Associate Editor of <i>Strategic Management Journal</i>
2016-2022	Served on eight review panels for the National Science Foundation
2021-2024	Editorial Review Board Member of <i>Administrative Science Quarterly</i>
2020-2025	Editorial Review Board Member of <i>Academy of Management Journal</i>
2017-2026	Editorial board member of <i>Academy of Management Review</i>
2015-2019	Editorial board member of <i>Journal of International Business Studies</i>
2014-2020	Editorial board member of <i>Strategic Management Journal</i>

Ad hoc reviewer for *Management Science*, *Organization Science*, and *Journal of Management Studies*

### LEADERSHIP IN PROFESSIONAL SOCIETIES

2021-	Founder of Artificial Intelligence & Strategy Research Group
2022-2023	Society for Institutional and Organizational Economics (SIOE) outreach task force
2022-2024	Chair of Steering Committee of Nonmarket Strategy Research Community (NMSRC)
2020-now	Founder member and Steering Committee Member of Nonmarket Strategy Research Community (NMSRC)
2020-now	Founder and Advising Committee member of China Business Research Group (CBRN)
2017-now	Founder and Coordinator, USC Marshall China Research Group; coordinators of weekly workshops since 2017 and conferences in 2018, 2019, 2020
2021	Co-chair of theme track "Market and Political Transformation," Strategic Management Society 41 <sup>st</sup> Annual Conference in Toronto, Canada
2019-2020	Executive Committee Member of the 2021 Annual Conference of the Society for Institutional and Organizational Economics

- 2019-2020 Executive Committee Member of the 2020 Annual Conference of the Society for Institutional and Organizational Economics
- 2020-2022 Representative-at-Large, Competitive Strategy Interest Group, the Strategic Management Society
- 2016-2018 Executive Committee Member, Business Policy and Strategy (BPS) Division, the Academy of Management
- 2017-2018 Executive Committee Liaison for the Teaching Committee, Business Policy and Strategy (BPS) Division, the Academy of Management
- 2016-2018 Representative-at-Large, Cooperative Strategy Interest Group, the Strategic Management Society
- 2016-2019 Board of Directors, Society for Institutional and Organizational Economics (SIOE; formerly known as ISNIE, International Society of New Institutional Economics)
- 2017 Co-chair of the Business Policy and Strategy (BPS) Doctoral Consortium, the Academy of Management 2017 annual conference
- 2016 Faculty panelist and workshop organizer of the 15th Institutional and Organizational Economic Academy (formerly known as the “European School on New Institutional Economics”);  
Co-chair of Track 12 (MNEs, Governments, and Non-Market Strategies), the Academy of International Business 2016 Annual Conference;  
Faculty panelist of the Doctoral Consortium, the Academy of International Business 2016 Annual Conference;  
Co-chair of the Business Policy and Strategy (BPS) Doctoral Consortium, the Academy of Management 2016 annual conference
- 2015 Faculty Panelist of 13<sup>th</sup> West Coast Research Symposium Doctoral Workshop;  
Faculty Panelist of the Business and Public Policy (BPS) Division Doctoral Consortium, Annual Conference of the Academy of Management;  
Program Committee Member, 19<sup>th</sup> Annual Conference of International Society for New Institutional Economics (ISNIE);  
Co-chair of Track 11 (Corporate Governance in International Business), the Academy of International Business 2015 Annual Conference
- 2013 Organizing Committee Member of the Doctoral Consortium, the 11<sup>th</sup> West Coast Research Symposium (WCRS)
- 2012 Program Committee Member, 16<sup>th</sup> Annual Conference of International Society for New Institutional Economics (ISNIE)
- 2011 Program Committee Member, 15<sup>th</sup> Annual Conference of International Society for New Institutional Economics (ISNIE)

### **ADVISING DOCTORAL STUDENTS**

Supervisor: Bo Yang (Management); Albert Roh (Management)

Co-supervisor: Maurice Murphy (Management)

Doctoral Dissertation Committee Member: Adele Xing (Management, USC), Jake Grandy (Management, USC), John Bai (Finance, USC), Irene Yi (Finance, USC), Siliang Tong (Marketing, Temple University), Sajeev Nair (Marketing, USC), Maria Perez (Political Science); Wei Zhou (Economics, USC)

Qualifying Exam Committee Member: Wei Zhou (Economics, USC), Lichen Zheng (Communications, USC); Melissa Staha (Strategy, USC); Yiran Wang (OB, USC); Stephen Schick (Political Science, USC)

### **RECENT SERVICE EXPERIENCE**

2024	Chair of the department annual performance review committee
2023-2024	Chair of the department Strategy/OT faculty recruiting committee
2022-2023	Chair of department personnel committee for midterm review
2022-2023	USC Marshall Annual Performance Review Committee
2022-2023	Second Representative of the Marshall School of Business to the USC Academic Senate
2021-2022	Chair of the department Strategy/OT faculty recruiting committee
2021-2022	Member of department personnel committee for midterm review
2021-now	Member of Executive Committee of U.S.-China Institute at USC
2019-2023	USC Marshall School of Business Faculty Council Member & Secretary
2019-2020	USC Western Association of Schools and Colleges Accreditation Committee
2017-now	Member of department PhD committee

## TEACHING EXPERIENCE

Teaching Interests: Strategic Management, International Business

2009—	<p><b>Course Instructor</b>, Marshall School of Business, University of Southern California</p> <ul style="list-style-type: none"> <li>▪ Ph.D seminar “Seminar in Strategic Management” (2014-now)</li> <li>▪ MBA elective “Managing and Competing in Emerging Markets” (2020)</li> <li>▪ Full-time MBA core course “Problem Solving and Decision Making: An Integrative Approach” (2017, 2020)</li> <li>▪ Master of Science Food Industry Leadership course “Advanced Strategy: Competing in Dynamic Environments” (2020, 2021)</li> <li>▪ Undergraduate capstone course “Strategic Management” (2009-2017)</li> <li>▪ PhD reading course "Institutions, markets and firms for China research" with T.J. Wong (2017)</li> <li>▪ Executive Teaching in the Kaiser Permanente Program (2017)</li> </ul>
Fall, 2006	<p><b>Course Instructor</b>, Rotman School of Management, University of Toronto</p> <ul style="list-style-type: none"> <li>▪ Undergraduate course “International Business”</li> </ul>

## MEDIA COVERAGE

“Policy Incentives for Innovation Backfire, Reducing Novelty, New Study Finds” (January 29, 2020) *PR Newswire*, <https://prn.to/37H4fbi>

“AI can hurt worker morale when managers don’t have these specific skills” (June 23, 2022), *Fast Company*, <https://www.fastcompany.com/90762918/ai-can-hurt-worker-morale-when-managers-dont-have-these-specific-skills>

AMR Origins Series Episode 39 - Nan Jia and Tim Werner - Theoretical Light in Empirical Darkness, <https://www.youtube.com/watch?v=w-5q92VYFvo>

“Generative AI generates tricky choices for managers” (November 27, 2023), *Economist*, [Web link](#)

“New Dynamic Duo? AI and People Skills Are Changing Business” (February 22, 2024) <https://www.marshall.usc.edu/posts/nan-jia-ai-and-people-skills-research-2024>

“AI Can Boost Higher-Skilled Employees’ Creativity” 2023. AOM Insights.  
<https://journals.aom.org/doi/10.5465/amj.2022.0426.summary>

### TALKS AT NON-ACADEMIC INSTITUTIONS

2014 Foreign Policy Research Institute (Philadelphia, PA) (Virtual seminar)

### OTHER EXPERIENCE

May – June, 2004	<p><b>Research Intern</b>, The World Bank Group, Washington D.C., USA          Supervisor: Mr. Edward Mountfield          • Completed a World Bank Internal Working paper: “<i>Study of Public Service Sector Reforms in Transitional Economies for China’s Reference</i>”</p>
April, 2003	<p><b>Research Intern</b>, The World Bank Group, Beijing, China          Supervisor: Dr. Chunlin Zhang          • Completed a World Bank Internal Working paper (co-authored) “<i>The Economics of Nonprofit and its Relevance to China’s Public Service Unit Reform: A Survey on Literature</i>”</p>
June – Aug., 2001	<p><b>Summer Analyst</b>, Morgan Stanley Dean Witter Asia Limited, Hong Kong          - China Corporate Finance Group, Investment Banking Division</p>
Jan. – Sept., 2002	<p><b>Part-time Analyst</b>, Morgan Stanley Dean Witter Asia Limited, Beijing          - China Corporate Finance Group, Investment Banking Division</p>
2000-2001	<p>Mingde Scholarship, Peking University          Pricewaterhouse&amp;Coopers-Longtao Scholarship, Peking University          ESEC (Educational Services Exchange with China) scholarship          Student Excellency Award, Peking University</p>
1999-2000	<p>Yuxi Scholarship, Peking University          Student Excellency Award</p>
1998-1999	<p>Yuxi Scholarship, Peking University</p>
1998	<p>Ranked No.1 in the National College Entrance Examination in 1998 in Beijing out of 40,000 candidates</p>