

**NAN JIA, Ph.D**

Professor of Strategic Management  
 Marshall School of Business • University of Southern California  
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**ACADEMIC EXPERIENCE**

- 2024 – Professor of Strategic Management, Marshall School of Business, University of Southern California
- 2022 – 2024 Dean’s Associate Professor in Business Administration, Marshall School of Business, University of Southern California
- 2018 – 2024 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**

[28] Jia N., Wang Y., Xie R., Xu N., Spread the Style: Effect of Firm Leaders' Early Life Experiences on Employees' Behavior and Performance. Accepted by *Management Science*.  
 (Authors listed alphabetically)

[27] Murphy, M., Walker, E. Jia, N. 2024. The Art of Blending Stakeholders: “Baptist and Bootlegger” Coalitions in Corporate Constituency Building, *Academy of Management Review*, 51(1): 57-85  
<http://doi.org/10.5465/amr.2020.0538>

- 2022 Academy of Management Conference Best Paper Award Finalist, Social Issues in Management (SIM) Division

[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*, 45:1597–1629 <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] Ang Y., Jia N., Yang B., Huang K., (2024) The Limits of State-Led Innovation: Evidence from Chinese Patents. *Comparative Political Studies*, 57(12), 2011-2045 <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>.)

[22] 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>

- Academy of Management Journal 2024 Best Paper Award
- Summary by Academy of Management Insights Newsletter, "AI Can Boost Higher-Skilled Employees' Creativity" <https://journals.aom.org/doi/10.5465/amj.2022.0426.summary>

[21] Qin S., Jia N., Luo X., Liao C., Huang Z. (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>

[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] 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>

[14] 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>

[13] 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>

[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 Carolyn 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**

[6] Jia, N., Perez M. Song J. Wei Y., Yang Bo. 2026. "Will Artificial Intelligence 'Democratize' Corporate Political Activities? Amplifying the Role of 'Know Who' in the Age of Enhanced 'Know What.'" in Felipe Csaszar and Nan Jia (ed.) Handbook on Artificial Intelligence and Strategy. Edward Elgar Publishing, UK. Pp.xx  
(Authors listed alphabetically)

[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**

- 2026 TankaAI - Colab Workshops (LA; Scheduled); University of Texas Austin, McCombs School of Business, Management Department (Scheduled); Seminar at Smith's Management and Organization department, University of Maryland (Baltimore, MD); Strategy & Entrepreneurship seminar at London Business School (scheduled); Strategy Seminar at Bayes Business School, City, University of London (scheduled); Seminar at Judge Business School, Cambridge University (scheduled); Strategy SIM seminar at Saïd Business School at the University of Oxford (scheduled); Foundations and Frontiers of Non-Market Strategy Research, AOM STR Division's "Meet a Phenomenon" online series (online, scheduled); Strategy and Organization Science Theoretical Development Workshop (SOS-TDW) (Lyon, France).
- 2025 Seminar at Strategy and Innovation Department at the Scheller College of Business, Georgia Institute of Technology (Atlanta); University of Wisconsin-Milwaukee Webinar - AI, Organizations, and Ethical Strategies (online); Chinese Economy in the Long Run conference (Hoover Institute, Stanford University); AI in Management Conference (Los Angeles); Seminar at Strategy & Organizations area at McGill University (Montreal); Stanford Center on China's Economy and Institutions Annual China Conference (Stanford); Consortium for Research in Strategy (CRS) Conference (Newport Beach), Greater Bay Area Conference 2025 (Shenzhen, scheduled); HKU Business School Academic Conference on ESG (Hong Kong, scheduled); IACMR 2025 conference (Keynote, China); Seminar at University of Illinois at Urbana-Champaign, School of Labor & Employment Relations (Champaign, IL); AOM STR Webinar "Meet the Editors on Generative AI" (online); University of Texas Austin, McCombs School of Business, Business, Government & Society Department (Scheduled); Faculty mentor at fourth Idea Development Workshop for the Organization Design Community (online); AOM IM Webinar on "AI as a Research Method" (online); AOM IM Webinar on "Geopolitics and AI" (online); Seminar at Leeds School of Business, University of Colorado, Boulder (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); Seminar at the Singapore Management University (Singapore); 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); Keynote speech at Strategy and AI Seminar (Beijing, China); SMS Webinar - Competitive Strategy and AI: AI Methods in Strategy Research (Virtual); Keynote speech at International Workshop on Dual Transition (Twin Transition) of Firms Towards SDGs (virtual), keynote speech at 2024 China Marketing International Conference (online); 2024 Strategy Summit (Park City, UT; scheduled); Seminar at the Management & Organizational Development Department at Northeastern University (Boston); Keynote speech at XXXV AiIG Scientific Meeting (Palermo, Italy); Panelist at SMS 44th Annual Conference Extension-Disruptive Digital Technologies, Data And AI (Belgrade, Serbia); SMS 44th Annual Conference (Istanbul, Turkey); Organizational Design Community Annual Conference 2024 (online); Emory-USC AI and Platform Evolution: Business Perspectives and Policy Implications (Atlanta, GA); Seminar at the Strategy Group, the Wharton School, University of Pennsylvania (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); keynote speech at 2023 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 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

- 2025 Academy of Management Journal 2024 Best Paper Award “When and How Artificial Intelligence Augments Employee Creativity”
- 2024-2025 USC Marshall iORB 2024 Longitudinal and Multidisciplinary Research “Understanding AI Disclosure in the Workplace” (Joint with Alys Ferragamo; Cheryl Wakslak; \$17,300)
- 2024 *The Dean’s Award for Research Excellence*, USC Marshall School of Business
- 2024 *Top Gun Award*, Department of Management and Organization, USC Marshall School of Business
- 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 “AI-Chatbot Assistants and Students Learning” \$10,000 (Joint with Milan Miric; Andrew Ogilvie)
- 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 (Joint with Joe Raffiee)
- 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



2018	<i>Top Gun Award</i> , Department of Management and Organization, USC Marshall School of Business
2017-2018	<i>James H. Zumberge Individual Research Award &amp; Grant</i> , USC
2016-2017	<i>Business Outlier Research Award &amp; Grant</i> , Institute for Advanced Studies in Business (IASB), USC Marshall School of Business
2015-2016	<i>The Dean's Award for Research Excellence</i> , USC Marshall School of Business
2015-2016	<i>Award for Research Excellence</i> , Department of Management and Organization, USC Marshall School of Business
2014-2015	<i>Outstanding Editorial Board Member Award</i> , the Strategic Management Journal
2009-2017	<i>Junior Faculty Award Supplement</i> , Gilbert Foundation Fund, USC Marshall School of Business
2009-2017	<i>Summer Research Grant</i> , 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	Co-Editor of "Handbook on Artificial Intelligence and Strategy," Edward Elgar Publishing
2024-2026	Guest editor of Strategic Management Journal'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>
2020-2028	Editorial Review Board Member of <i>Academy of Management Journal</i>
2017-2026	Editorial board member of <i>Academy of Management Review</i>
2021-2024	Editorial Review Board Member of <i>Administrative Science Quarterly</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>
2016-2022	Served on eight review panels for the National Science Foundation

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

### LEADERSHIP IN PROFESSIONAL SOCIETIES

2026-2027	Member, Scientific Committee of Strategy and Organization Science Theoretical Development Workshop (SOS-TDW)
2025	Chair, Task Force of Artificial Intelligence in Publishing, Content Portfolio Committee (CPC) of the Academy of Management
2024-2029	Elected to the five-year leadership, Strategic Management Division (STR) of the Academy of Management; Assistant Program Chair (2024-2025), Program Chair (2025-2026), Division Chair Elect (2026-2027), Division Chair (2027-2028), and Past Division Chair (2028-2029)
2023-2021-	Co-Founder and organizer of annual So-Cal Strategy & OT Workshop
2022-2023	Co-Founder of Artificial Intelligence & Strategy Research Group
2022-2024	Society for Institutional and Organizational Economics (SIOE) outreach task force
2020-now	Chair of Steering Committee of Nonmarket Strategy Research Community (NMSRC)
2020-now	Co-Founder member and Steering Committee Member of Nonmarket Strategy Research Community (NMSRC)
2020-now	Co-Founder and Advising Committee member of China Business Research Group (CBRN)
2017-now	Co-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)

## MENTEES

### Doctoral Student Advisement

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

Co-supervisor: Maurice Murphy (Management); Melissa Staha (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); Augusto Orellana (Finance, USC); Jialu Ma (International Business, Temple University); Shaoqin Tang (Strategy, University of Colorado Boulder); Stephen Schick (Political Science, 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); Yangran Gao (Political Science, USC); Yana Demeshko (Political Science, USC)

### Junior Faculty Mentee

Hyo Kang; Melody Chang; Daphne Baldassari

## 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, Product Management

### Program Creation and Leadership

- **Co-Creator and Academic Director**, Graduate Certificate in Product Management, University of Southern California, Marshall School of Business (since Summer 2025)
  - Partnered with Gordon Ho to design and launch the graduate-level curriculum; provide ongoing strategic oversight and faculty leadership for the program.
- **Co-Creator and Curriculum Committee Lead**, Undergraduate Minor in Product Management (Pending approval; expected Fall 2026)
  - Partnered with Gordon Ho to develop the minor; co-lead the curriculum committee, managing the integration of course requirements and learning objectives.

### **New Graduate Courses Developed**

- MOR 599 Managing and Competing in Emerging Markets (2020)
- MOR 563 Advanced Strategy: Competing in Dynamic Environments (2020, 2021)
- MOR 530 Strategic Leadership in Product Management (with Gordon Ho, 2023-now)
- MOR 531 Applied Product Management (with Gordon Ho, 2024-now)
- PhD Independent study/ reading course Institutions, markets and firms for China research (with T.J. Wong, 2017)

### **Required Courses Taught**

- MOR 603 Seminar in Strategic Management (PhD program, required course) (2014-now)
- GSBA 552 Problem Solving and Decision Making: An Integrative Approach (Full-time MBA required course) (2017, 2020-2023)
- GSBA 527 Structured Analysis for Unstructured Problems (Part-time MBA required course) (2021-now)
- MOR 497 Strategic Management (Undergraduate Capstone course) (2009-2017)

**Faculty co-director of the Product Management Graduate Certificate** (Designed and overseeing the certificate program)

### **MEDIA COVERAGE**

“China’s new K visa for young Stem talent signals ambition, but also anxiety, say analysts” *The Strait Times*. August 23, 2025. <https://www.straitstimes.com/asia/east-asia/chinas-new-k-visa-for-young-stem-talent-signals-ambition-but-also-anxiety-say-analysts>

“From Mundane to Creative: How AI Unburdens Sales Agents” Nuremberg Institute for Market Decisions. 2024. <https://www.nim.org/en/publications/detail/from-mundane-to-creative-how-ai-unburdens-sales-agents>

“AI outperforms humans in providing emotional support” Earth.com, April 14, 2024 <https://www.earth.com/news/ai-outperforms-humans-providing-emotional-support/>

“Artificial intelligence can help people feel heard, new USC study finds” *USC Today*, April 11, 2024 <https://today.usc.edu/artificial-intelligence-can-help-people-feel-heard-new-usc-study-finds/#:~:text=Responses%20generated%20by%20AI%20were,from%20making%20overwhelming%20practical%20suggestions.>

Included in “Smart Marketing” section by *National Affairs* (Number 59, Spring 2024) <https://www.nationalaffairs.com/blog/detail/findings-a-daily-roundup/smart-marketing>

“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, June 14, 2023, <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>

“USC study looks at AI’s ability to make humans feel heard.” Spectrum News. June 4, 2024. [https://spectrumnews1.com/ca/la-west/news/2024/06/04/-artificialintelligence--usc--empathystudy?cid=id-app15\\_m-share\\_s-web\\_cmp-app\\_launch\\_august2020\\_c-producer\\_posts\\_po-organic](https://spectrumnews1.com/ca/la-west/news/2024/06/04/-artificialintelligence--usc--empathystudy?cid=id-app15_m-share_s-web_cmp-app_launch_august2020_c-producer_posts_po-organic)

“Can China and the West agree on global AI rules amid existential risks?” South China Morning Post, by Dewey Sim, July 21 2024, <https://www.scmp.com/news/china/diplomacy/article/3271294/can-china-and-west-agree-global-ai-rules-amid-existential-risks>

Serbian National TV Broadcast News, October 17 2024 [https://drive.google.com/drive/folders/1N8PlmYP5Ko\\_0dItUAPQ0WxCK8yvoPjxu?usp=sharing](https://drive.google.com/drive/folders/1N8PlmYP5Ko_0dItUAPQ0WxCK8yvoPjxu?usp=sharing)

“DeepSeek moved me to tears: How young Chinese find therapy in AI” BBC News, Kelly Ng, Feb 12, 2025 <https://www.bbc.com/news/articles/cy7g45g2nxno>

“Want to Be a Better Listener? Take Lessons From a Chatbot.” Wall Street Journal, Jamil Zaki, Feb 27, 2025 [https://www.wsj.com/tech/ai/dont-freak-out-about-empathic-chatbots-learn-from-them-7a976f75?st=cRdIMG&reflink=article\\_gmail\\_share](https://www.wsj.com/tech/ai/dont-freak-out-about-empathic-chatbots-learn-from-them-7a976f75?st=cRdIMG&reflink=article_gmail_share)

AMJ The Lit Review - An AMJ Podcast, October 2025, <https://www.youtube.com/watch?v=mBOXhylxHQ4>

“AI May Reshape Geopolitics” Private Innovation in the Public Interest Podcast, November 27, 2025, <https://mailchi.mp/bb5eb4ceb1b2/introducing-pi-squared-private-innovation-in-the-public-interest-10360389?e=e3d681e540>

“AI Can Boost Higher-Skilled Employees’ Creativity,” January 26 2025, Academy of Management Youtube Channel <https://journals.aom.org/doi/10.5465/amj.2022.0426.summary>

## TALKS AT NON-ACADEMIC INSTITUTIONS

2025 iVentiv LA, hosted by USC Marshall School of Business  
 2025 Irresistible 2025, hosted by USC Marshall School of Business (Unleashing the Power of Generative AI: Revolutionizing Creativity, Communication, and Culture)  
 2025 Innovate@UCLA Spring CxO Exchange, hosted by USC Marshall School of Business  
 2014 Foreign Policy Research Institute (Philadelphia, PA) (Virtual seminar)

## OTHER EXPERIENCE

May – June, 2004      **Research Intern**, The World Bank Group, Washington D.C., USA  
 Supervisor: Mr. Edward Mountfield  
 • Completed a World Bank Internal Working paper: “*Study of Public Service Sector Reforms in Transitional Economies for China’s Reference*”

April, 2003            **Research Intern**, The World Bank Group, Beijing, China  
 Supervisor: Dr. Chunlin Zhang  
 • Completed a World Bank Internal Working paper (co-authored) “*The Economics of Nonprofit and its Relevance to China’s Public Service Unit Reform: A Survey on Literature*”

June – Aug., 2001    **Summer Analyst**, Morgan Stanley Dean Witter Asia Limited, Hong Kong  
 - China Corporate Finance Group, Investment Banking Division

Jan. – Sept., 2002    **Part-time Analyst**, Morgan Stanley Dean Witter Asia Limited, Beijing  
 - China Corporate Finance Group, Investment Banking Division

2000-2001            Mingde Scholarship, Peking University  
 Pricewaterhouse&Coopers-Longtao Scholarship, Peking University  
 ESEC (Educational Services Exchange with China) scholarship  
 Student Excellency Award, Peking University

1999-2000            Yuxi Scholarship, Peking University  
 Student Excellency Award

1998-1999            Yuxi Scholarship, Peking University

1998                    Ranked No.1 in the National College Entrance Examination in 1998 in Beijing out of 40,000 candidates