

Zhenzhen Xie

CONTACT INFORMATION	Room B222, Lihua Building School of Economics and Management Tsinghua University Beijing, China	Tel: +86 18611620582 Email: xiezhzh3@sem.tsinghua.edu.cn
ACADEMIC POSITIONS	Associate Professor Department of Innovation, Entrepreneurship and Strategy, School of Economics and Management (SEM), Tsinghua University	2019—
	Assistant Professor Department of Innovation, Entrepreneurship and Strategy, School of Economics and Management (SEM), Tsinghua University	2014—2018
RESEARCH INTERESTS	International Business, Global Strategy, Innovation, Emerging Economies	
TEACHING INTERESTS	International Business, Strategic Management, Entrepreneurship, Innovation	
EDUCATION	Hong Kong University of Science and Technology, School of Business and Management. Ph.D. in Strategy, minor in Organizational Behavior	2013
	Tilburg University, CentER for Research in Economics and Business, the Netherlands. M.Phil. with distinction in Economics	2007
	Tsinghua University, School of Economics and Management, Beijing, China. B. S. in Economics, Concentration in Finance, Minor in English	2005
JOURNAL PUBLICATIONS	<ol style="list-style-type: none">1. Chen, X., Ghorbani, M., & Xie, Z. Government aid and state ownership: the impact on the FDI decisions of Chinese MNEs in Africa, with <i>Management and Organization Review</i>, conditionally accepted.2. Liao, Z., Liu, Y., & Xie, Z. Optimal cross-sectional regression, <i>Management Science (UTD24)</i>, forthcoming.3. Zeng, K., Xu, Y., & Xie, Z. Local sourcing embeddedness, reshoring, and firm attitudes toward the U.S.-China trade war: A survey analysis of China-based MNC subsidiaries, <i>Business and Politics</i>, in press.4. Lin, S., Xu, Z., & Xie, Z. Cultural diversity in semi-virtual teams: A study on multicultural e-sports teams, <i>Journal of International Business Studies (UTD24)</i>, in press.5. Ghorbani, M., Xie, Z., Jin, J., & Wang, F. 2023. Chinese firms' acquisition of innovation capability from overseas: Approaches by state- versus private-owned firms. <i>Management and Organization Review</i>, Vol.19, No.2, pp.233-255.6. Xie, Z., Chen, X., & Wang, H. 2022. When dragon meets elephant in Africa: The rivalry on distinctive competitiveness. <i>Management and Organization Review</i>, Vol.18, No.6, pp.1228~1234.7. Hao, J., Xie, Z., & Sun, K. 2022. Whose international experience matters more? Decision-makers with international experience in Chinese family firms. <i>Chinese Management Studies</i>, Vol.16, No.2, pp.397~421.8. Wang, J., Xie, Z., Li, J., & Yang, D. 2021. Learning from institutional diversity to innovate: A study of Chinese exporters in digital industries. <i>International Journal of Technology Management</i>, Vol.87, Nos.2/3/4, pp. 384~411.9. Xie, Z., Xie, L., & Li, J. 2021. Direct subsidies or tax credits? The different effects of R&D policy tools. <i>International Journal of Technology Management</i>, Vol.86, No.1, pp.25~43.10. Hu, X., Yang, D., & Xie, Z. 2020. Influences of entrepreneur and founding environment on the entry strategy, <i>Journal of Management Science (Chinese)</i>, Vol.2, No.33, pp.17~32.	

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11. Yang, D., Hu, X., **Xie, Z.**, & Wu, B. 2019. Do better-networked venture capital firms always enjoy higher investment performance? The contingent role of China's institutional changes, *Emerging Markets Finance and Trade*, Vol.55, No.4, pp.759~780.
 12. Wang, Y., **Xie, Z.**, Xie, W., & Li, J. 2019. Technological capabilities, political connections and entry mode choices of EMNEs overseas R&D investments, *International Journal of Technology Management*, Vol.80, No.1/2, pp.149~175.
 13. **Xie, Z.**, & Li, J. 2018. Exporting and innovating among emerging market firms: The moderating role of institutional development, *Journal of International Business Studies (UTD24)*, Vol. 49, No.2, pp.222~245.
 14. **Xie, Z.**, & Li, J. 2017. Export intensity, domestic competition, and product innovation in an emerging economy, *International Journal of Technology Management*, Vol.74, No.1-4, pp.96~121.
 15. **Xie, Z.**, & Li, J. 2017. Selective imitation of compatriotic firms: Entry mode decisions of emerging market multinationals in cross-border acquisitions, *Asia Pacific Journal of Management*, No.34, pp.47~68.
 16. **Xie, Z.**, & Li, J. 2016. Exporting and innovating among emerging market firms: The moderating role of institutional development and absorptive capacity, *Academy of Management IM division best paper proceeding*.
 17. **Xie, Z.**, & Li, J. 2016. Governance structure and the creation and protection of technological competencies: International R&D joint ventures in China, *Management International Review*, Vol.56, No.1, pp.123~148.
 18. **Xie, Z.**, & Li, J. 2015. Demand heterogeneity, learning diversity and innovation in an emerging economy. *Journal of International Management*, Vol.21, No.4, pp. 277~292.
 19. **Xie, Z.**, & Li, J. 2013. Internationalization and indigenous technological efforts of emerging economy firms: The roles of multinational corporations and local institutions. *Journal of International Management*, Vol. 19, No.3, 247~259.
 20. Li, J., & **Xie, Z.** 2013. Examining the cross-border acquisition strategy of Chinese firms: The moderating roles of state ownership and institutional transition. *Journal of Leadership & Organizational Studies*, Vol. 20, No.4, pp 434~445.
 21. Li, J., & **Xie, Z.** 2011. Global R&D strategies in an emerging economy: The development and protection of technological competencies. *European Management Review*, Vol. 8, No.3, pp 153~164.
 22. Duan, Z., & **Xie, Z.** 2006. Analyze network relation's influence on internationalization from software enterprise outsourcing business. *Special Zone Economy* (Chinese), Vol. 10, pp 89~92.
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BOOK CHAPTERS

1. Li, J. T. & **Xie, Z.** 2018. "Adjustment of MNE geographic market strategy in responding to the rise of local competitors in an emerging market". In Grosse, R., and K. Meyer, eds., *Oxford Handbook on Management in Emerging Markets*, Oxford University Press, Oxford.
 2. **Xie, Z.**, Yin, X., & Cheng, D. 2016. "Chapter 3: Collaboration along the Value Chain". In China Enterprise Confederation eds., *Integration of Information Technology and Industrialization*, Tsinghua University Press, Beijing.
 3. Li, J. T. & **Xie, Z.** 2013. "Incentives". In Teece, D., and M. Augier, eds., *Palgrave Encyclopedia of Strategic Management*. Palgrave Macmillan, London
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WORKING PAPERS

1. There is a dark side to a small world? Effect of co-inventing network small-worldness on knowledge creation in foreign subsidiaries, with Zhang, L., & Yan, Y. 2nd revision and resubmission at *Strategic Management Journal (UTD24)*.
2. Does the effect of word-of-mouth vary with national cultures? Evidence from cross-border electronic commerce, with Huang, L., & Wu, J. Reject and resubmission at *Management of Organization Review*.
3. A Sociocognitive agency theory: The interaction of role identification and cognitive processing abstraction, with Huang, Z., & Hong, K. In the stage of writing.
4. Interstate relationship and foreign subsidiary social responsibility: Home diplomatic service as an "amplifier", with Li, X., & Li, J. In the stage of writing.
5. Tradable, and non-tradable ambiguities for industrial hollowing, with Zhang, L., In the stage of literature review.
6. Expected geopolitical threat, not actual economic benefit, leading to the deep-level

	deglobalization, with Zhao, Y., & Li, P. In the stage of writing.	
	7. The signaling effect of firms' international diversification activities, with Wang, J., & Zhang, N. In the stage of writing.	
	8. Resisting de-globalization? Dependency on local suppliers and reshoring of MNCs in China, with Gu, Q., & Xu, Y. In the stage of data analysis.	
	9. The invisible wall: The strength of host-country informal institutions and foreign firm performance, with Chen, Z., Wu, R. & Li, J. In the stage of writing.	
	10. Different conceptualization of international diversification and innovation, with Li, J. In the stage of data analysis.	
	11. The interplay between Chinese SOEs and POEs in the host markets of their FDI, with Wang, J. In the stage of data collection.	
	12. Specialized while diversified, the influence of application width and technology depth on SADI firms' performance, with Wang, J. In the stage of literature review.	
	13. Female leadership and dynamics of corporate social responsibility after corporate fraud, with Wang, L. & Wang, J. In the stage of literature review.	
COURSES TAUGHT	Introduction to Management	Undergraduate
	Strategic Management	Undergraduate
	International Business	Undergraduate
	International Management	Undergraduate
	Honors Program for Entrepreneurial Research	Undergraduate
	Honors Program for Academic Research	Undergraduate
	Alliance and Cooperative Strategy	Master/MBA
	Global Strategy and Organizations	Master/MBA
	High-Tech Talents' Development in Enterprises	Master
	China Roots Seminar	MBA
	Corporate Strategic Management	Ph.D.
	Research on Innovation Management	Ph.D.
	Management Research Methods II	Ph.D.
	Advanced Topics in Management and Organization Research: an Ambicultural Perspective	Ph.D.
	Strategic Management of Multinational Corporate	Ph.D.
ACADEMIC SERVICES	Executive Director of the Technology Incubation and Innovation Ecology Branch of the China Society of Technology Economics, 2018-now	
	Editorial Board Member for <i>Journal of International Business Studies</i> , 2017-2022	
	Special Issue Editor of <i>International Journal of Technology Management</i> , 2019-2021	
	Member of Academy of Management (AOM)	
	Member of the Academy of International Business (AIB)	
	Member of the Strategic Management Society (SMS)	
	Member of International Association for Chinese Management Research (IACMR)	
	Reviewer for	
	● <i>Strategic Management Journal</i>	
	● <i>Journal of International Business Studies</i>	
	● <i>Journal of Management</i>	
	● <i>Journal of World Business</i>	
	● <i>Journal of Business Research</i>	
	● <i>Management and Organization Review</i>	
	● <i>Asia Pacific Journal of Management</i>	
	● <i>Journal of International Management</i>	
	● <i>Journal of British Management</i>	
	● <i>International Journal of Technology Management</i>	
	● <i>Chinese Management Studies</i>	
	● Academy of Management annual meetings	
	● Academy of International Business annual meetings	
	● International Association for Chinese Management Research biennial meetings	
ADMINISTRATIVE SERVICES	Committee Chair	2019—now
	Committee of Academic Activities, Department of Innovation, Entrepreneurship and Strategy, SEM, Tsinghua University	

	Committee Member	2016—now
	Academic Committee of Master in Management, CEM, School of Economics and Management (SEM), Tsinghua University	
	Committee Member	2014—2018
	Committee of Academic Activities, Department of Innovation, Entrepreneurship and Strategy, School of Economics and Management (SEM), Tsinghua University	
ACTIVITIES WITH INDUSTRIES	2015 Field study at XCMG 2017 Field study at Tencent, Huawei, Shenzhen Stock Exchange, Beijing Genomics Institute, Royole, Hax hardware accelerator 2018 Field study at Huawei, Shenzhen Stock Exchange, Beijing Genomics Institute, Royole, Shenzhen Voxtech, Hax hardware accelerator 2019 Field study at Tencent, Shenzhen Stock Exchange, Beijing Genomics Institute, Shenzhen Voxtech, Hong Kong Stock Exchange 2021 Field study at Lenovo	
RESEARCH GRANTS	1. How Foreign Firms Cope with Network-Based Competition from Indigenous Firms in China. Research Grant of Tsinghua University (Grant No. 2021THZWJC12), [2021/10-2024/10] 2. How Foreign Firms Cope with Network-Based Competition from Indigenous Firms in China. National Natural Science Foundation of China (Grant No. 72072099), [2021/01-2024/12] 3. Learning by Exporting: A Perspective from International Diversification, National Natural Science Foundation of China (Grant No. 71502091), [2016-01-01-2018-12-31]	
HONORS AND AWARDS	Best Reviewer Award, International Association for Chinese Management Research Biennial Meeting, 2023 Teaching Case Development Award, SEM, Tsinghua University, 2022 Advanced Worker, SEM, Tsinghua University, 2021 Excellent Teaching Award, SEM, Tsinghua University, 2021 2 nd Prize, the 9 th Teaching Contest among Young Teachers, Tsinghua University, 2020 Outstanding Online Teaching Award, Tsinghua University, 2020 Advanced Worker, SEM, Tsinghua University, 2018 Best Reviewer Award, International Management Division, Academy of Management, Annual Meeting, 2016 Finalist of the Best Paper Award, Academy of International Business Annual Meeting, 2016 Best Reviewer Award, International Management Division, Academy of Management Annual Meeting, 2012	
CONFERENCE PAPERS/ PROCEEDINGS	1. The signaling effect of firms' international diversification behaviors in debt financing activities. (with Wang, J.). To be presented at 2023 Annual Meeting of the Academy of International Business (Warsaw) 2. Expected geopolitical threat, not actual economic benefit, leading to the deep-level US-China conflicts. (with Li, P., Zhao, Y.). To be presented at 2023 Annual Meeting of the Academy of International Business (Warsaw) 3. The interplay between Chinese SOEs and POEs in the host markets of their FDI. (with Wang, J.). To be presented at 2023 Management and Organization Review Paper Development Workshop 4. The signaling effect of firms' international diversification activities. (with Wang, J., Zhang, N.). Presented at 2022 AIB Asia Pacific Regional Conference (Ningbo, China) 5. Specialized while diversified, the influence of application width and technology depth on SADI firms' performance. (with Wang, J.). Presented at 2022 Asia Pacific Journal of Management paper development workshop (Ningbo, China) 6. Resisting de-globalization? Dependency on local suppliers and reshoring of MNCs in China (with Gu, Q., & Xu, Y.). Presented at 2022 Frontiers in International Business Conference (Charleston)	

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7. Resisting de-globalization? Tied-up in external value chains. (with Xu, Y.). Presented at
2022 Annual Meeting of the Academy of International Business (Virtual)
2022 Annual Meeting of the Asia Academy of Management (Virtual)
 8. Aid, state-ownership, and the location decision of Chinese MNEs in Africa. (with Chen, X.). Presented at
2022 Annual Meeting of the Academy of Management (Virtual)
 9. An Endogenous Agency Model of Sociocognitive Processes (with Huang, Z., & Hong, K.). Presented at
2022 Annual Meeting of the Academy of Management (Virtual)
 10. Local sourcing embeddedness, reshoring, and firm attitudes toward the U.S.-China trade war: A survey analysis of China-based MNC subsidiaries, (with Zeng, K., & Xu, Y.) Presented at
2022 Annual Meeting of the American Political Science Association (Montreal)
 11. The acquisition of innovation capability by Chinese firms: State versus private approaches (with M. Ghorbani, J. Jin & F. Wang,). Presented at
2020 Annual Meeting of the Academy of International Business (Virtual)
 12. How does chairman's international experience matter? -Cross-border M&A by family firms (with J. Hao & J. Friar). Presented at
2019 Academy of International Business Professional Development Workshop on Family Business Research (Copenhagen)
2019 Eastern Academy of Management-International Annual Meeting: Managing in a Global Economy XVIII, (Dubrovnik)
 13. Three dimensions of learning diversity and innovation (with J. Li). Presented at
2019 1st National School of Development Management Conference, in collaboration with the Journal of World Business (Beijing)
2017 Annual Meeting of the Academy of Management (Atlanta)
 14. Coping with social capital investment by competitors: The strategies of foreign firms in China"(with Z. Chen, R. Wu, & J. Li). Different versions presented at
2020 Strategic Management Society Special Conference (Hangzhou)
2017 Annual Meeting of the Academy of Management (Atlanta)
2017 Annual Meeting of the Academy of International Business (Dubai)
 15. When can heterogeneity be made better used? Founding partner source heterogeneity, innovation performance and IPR protection (with Shumin Qiu, and Delin Yang). Presented at
2016 SMS Special Conference (Hong Kong)
 16. New CEO-TMT relational demography and strategic change: The moderating role of managerial discretion (with D. Li). Presented at
2016 Annual Meeting of the Academy of Management (Anaheim, CA).
 17. The role of political connection and the entry mode choice of oversea R&D institutions: evidence from Chinese MNEs (with Y. Wang, W. Xie and J. Li). Presented at
2016 Biennial Conference of International Association for Chinese Management Research Meeting (Hangzhou)
 18. Shall an entrepreneur choose business idea source to match his/her background? The contingent Role of Institutional environment (with X. Hu and D. Yang). Different versions presented at
2017 Annual Meeting of the Academy of Management (Atlanta)
2016 Strategic Management Special Conference (Rome)
2015 Singapore Management University-Academy of Management Journal Retreat (Singapore)
 19. Selective Imitation: Home Country Effects in Cross-Border Acquisitions (with J. T. Li). Different versions presented at
2015 Annual Meeting of the Academy of International Business (Bangaluru, India)
2015 Asia Pacific Journal of Management Special Issue workshop on "Emerging Economy Multinationals" at Copenhagen Business School (Copenhagen, Denmark)
2015 Harvard Business School/Journal of International Business Studies Workshop on Special Issue on "International Business Responses to Institutional Voids" (Boston)
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20. Market openness, absorptive capacity, and innovation: Exploring learning by exporting in an emerging economy (with J. T. Li). Different versions presented at
2016 Annual Meeting of the Academy of International Business (New Orleans, LA)
2015 Strategic Management Society Special Conference: From Local Voids to Local Goods: An Institutions Promote Competitive Advantage? (Santiago, Chile)
2014 Annual Meeting of the Academy of International Business (Vancouver, Canada)
21. Demand heterogeneity, learning diversity and product innovation in an emerging economy (with J. T. Li). Presented at
2014 Annual Meeting of the Academy of Management (Philadelphia, PA).
22. Competing globally and locally: Market disparity, market separation, and innovation performance of Chinese firms (with J. T. Li). Presented at
2014 Biennial Conference of International Association of Chinese Management Research (Beijing, China).
23. Learning diversity and innovation in an emerging economy (with J. T. Li). Presented at
2013 Annual Meeting of the Academy of International Business (Istanbul, Turkey)
24. Export intensity, domestic market competition, and product innovation in an emerging economy (with J. T. Li). Different versions presented at
2012 Annual Meeting of the Academy of Management (Boston)
2012 Annual Meeting of the International Business (Washington, D.C.)
25. Multiple roles of multinational corporations, local Institutions, and indigenous technological efforts of technology laggards. Different versions presented at
2012 Annual Meeting of the Academy of Management (Boston)
2012 Annual Meeting of the Academy of International Business (Washington, D.C.)
26. International R&D joint ventures in China: Governance structure and the protection of technological competencies (with J. T. Li). Different versions presented at
2013 Annual Meeting of the Academy of International Business (Istanbul, Turkey)
2012 Biennial Conference of the International Association for Chinese Management Research (Hong Kong)
27. Global R&D strategies in an emerging economy: The development and protection of technological competencies (with J. T. Li). Presented at
2010 Annual Meeting of the Asia Academy of Management (Macau)
28. Institutional pressures and ownership-based entry mode: International M&As by Chinese firms. Presented at
2010 Annual Meeting of the Academy of Management (Montreal)
29. Uncertainty and ownership-based entry mode: International mergers and acquisitions by Chinese firms (with J. T. Li). Different versions presented at
2009 Strategic Management Society Annual International Conference (Washington, D.C.)
2009 Annual Meeting of the Academy of Management (Chicago)
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LANGUAGES Chinese (Mandarin native), English

HOBBIES Travelling, Reading