

**Xinran (Joyce) Wang**

Department of Management, 359 Cornell Hall  
Robert J. Trulaske, Sr. College of Business  
University of Missouri, Columbia, MO 65211  
E-mails: wangxinr@missouri.edu  
Phone: +1 573 884 2222

---

**ACADEMIC EMPLOYMENT**

**Tenure-Track Assistant Professor** in *Strategic Management* Fall 2018-ongoing  
Department of Management, Robert J. Trulaske, Sr. College of Business  
University of Missouri, Columbia

**Visiting Assistant Professor** in *Strategic Management* Fall 2017-Spring 2018  
Department of Management, Robert J. Trulaske, Sr. College of Business  
University of Missouri, Columbia

**EDUCATION**

**Ph.D.** Haslam College of Business, University of Tennessee, Knoxville 2017  
Major: *Strategy and Organizations*; Minor: *Econometrics and Statistics*  
[Dissertation honored and funded by Strategic Management Society: Strategic Research Foundation]

**Research Postgraduate.** Hong Kong Baptist University 2013  
(with cross-institutional courses at the Chinese University of Hong Kong)  
Major: *Strategy and Organizations*  
[Honored and granted by Hong Kong Ph.D. Fellowship Scheme]

**M.Phil.** School of Management, Lanzhou University, P.R. China 2011  
Major: *Management Science and Strategy*  
[Thesis honored and funded by Tokyo Foundation: Ryoichi Sasakawa Young Leaders Fellowship]

**B.A.** School of Accountancy, Zhejiang Gongshang University, P.R. China 2007  
Major: *Finance and Accountancy*

**RESEARCH AREAS**

Social evaluations (social disapproval, celebrity, reputation, and stigma); Firm impression management; Media; Foreign direct investment; Divestiture; Initial public offering; Bankruptcy

**BOOK CHAPTER**

**Wang, X., & Reger, R. K.** 2017. Rolling the dice: What methodological choices maximize chances for publication in premier strategic management journals? Book chapter in *Methodological Challenges and Advances in Managerial and Organizational Cognition. New Horizons in Managerial and Organizational Cognition*, edited by Galavan, R. J., Sund, K. J., & Hodgkinson, G. P. Bingley UK: Emerald, 317-346.

**JOURNAL PUBLICATIONS**

1. **Wang, X.**, Reger, R. K., & Pfarrer, M. D. 2021. Faster, hotter, and more linked in: Managing social disapproval in the social media era. Accepted at *Academy of Management Review*, 46(2): 275–298.  
--Media coverage by *Academy of Management Insights* (01/07/2020). Dousing Disapproval in the Social Media Era.
2. Chen, Y., **Wang, X.**, & Young, M. N. 2015. Geely Automotive's acquisition of Volvo. *Asian Case Research Journal*, 19(1): 153-172.
3. **Wang, X.** & Young, M. N. 2014. Does collectivism affect environmental ethics? A multi-level study of top management teams from chemical firms in China. *Journal of Business Ethics*, 122(3): 387-394.
4. Young, M. N., Tsai, T., **Wang, X.**, Ahlstrom, D., & Liu, S. 2014. Strategy in emerging economies and the theory of the firm. *Asia Pacific Journal of Management*, 31(2): 331-354.
5. Wei, L. Q., Chen, D., Young, M. N., & **Wang, X.** 2014. Which CEOs are more likely to be fired in China? Demographic characteristics as an antecedent. *SAM Advanced Management Journal*, 79(3): 37-50.
6. Li, J., Tan, Y., Cai, Z., Zhu, H., & **Wang, X.** 2013. Regional differences in a national culture and their effects on leadership effectiveness: A tale of two neighboring Chinese cities. *Journal of World Business*, 48(1): 13-19.
7. Li, J., Chu, C. W., **Wang, X.**, Zhu, H., Tang, G. & Chen, Y. Y. 2012. Symbiotic ownership, cultural alignment, and firm performance: A test among international strategic alliances. *International Business Review*, 21(6): 987-997.
8. Li, J., Tang, G., **Wang, X.**, Yan, M., & Liu, Z. 2012. Collectivistic-HRM, firm strategy and firm performance: An empirical test. *International Journal of Human Resource Management*, 23(1): 190-203.
9. Tang, G., Li, J., & **Wang, X.** 2011. Multimarket contact and firm performance: The moderating effect of Confucian culture. *Frontiers of Business Research in China*, 5(1): 45-62.
10. Huang, J., Li, J., Zhang, P., Cai, Z., & **Wang, X.** 2011. Symbiotic marketing and trust-related issues: Empirical evidence from an emerging economy. *Journal of Global Marketing*, 24(5): 417-432.
11. Wu, J. & **Wang, X.** 2011. The impact of top management team heterogeneity on firm performance: NKC simulation model. *Statistics and Decision* (in Chinese), 327(3): 186-188.
12. Wu, J., **Wang, X.** & Zeng, X. J. 2009. Review and Preview of attention-based view of firms. *Foreign Economics & Management* (in Chinese), 31(6): 58-64.
13. Wu, J. & **Wang, X.** 2009. Game theory analysis of firm size and knowledge sharing. *Journal of Intelligence* (in Chinese), 28(B12): 251-253.

**REVISIONS AND RESUBMISSIONS**

1. **Wang, X.** with coauthors. Cross-border alliances and national factors (different title from submission to honor the blind review process). Revision and Resubmission at *Academy of Management Journal*.
2. **Wang, X.** with coauthors. Social status and firm misconduct (different title from submission to honor the blind review process). Revision and Resubmission at *Strategic Management Journal*.
3. **Wang, X.** with coauthors. Political ties and industry standards (different title from submission to

- honor the blind review process). Revision and Resubmission at *Journal of Management*.
4. **Wang, X.** with coauthors Cross-community partnership and venture capitals (different title from submission to honor the blind review process). Rejection and Resubmission at *Journal of Management Studies*.

### **UNDER REVIEWS**

1. **Wang, X.** with coauthors. Firm statements and media coverage (different title from submission to honor the blind review process). Under review at *Academy of Management Journal*.
2. **Wang, X.** with coauthors. Attributions and mitigating circumstances. Under review at *Journal of Behavior*.
3. **Wang, X.** with coauthors. The media and negative perceptions. Under review at *Strategic Management Journal*.
4. **Wang, X.** with coauthors. The media and social movements. Under review at *Strategic Management Journal*.

### **CONFERENCE PRESENTATIONS AND PROCEEDINGS**

#### *Strategic Management Society (SMS) Annual Meetings*

1. Andrus, J., Chen, Y., **Wang, X.**, & Reger, R. K. 2020. To tweet or not to tweet? The role of social media boycotts on market reaction. Virtual. [**Stakeholder Strategy Interest Group Best Proposal with Practical Implications Award; Nomination of the Best Conference Paper Prize**]
2. Yan, J., Xu, L., & **Wang, X.** 2019. Valuing the message: The effect of media tenor on IPO performance—a moderated curvilinear relationship. Minneapolis, MN.
3. **Wang, X.**, Reger, R. K., Xia, J., & Zhou, W. 2018. Constituent support to firms and communication strategies via social media and press release. Chicago, IL.
4. **Wang, X.** 2017. Three essays of social disapproval and impression management in the social media era. Houston, TX. [**SMS-SRF Invited Presentation as SRF Dissertation Scholar**]
5. **Wang, X.** & Reger, R. K. 2017. Cross-border social disapproval: Social media coverage, national animosity, and nationalism as integrated mobilizations. Houston, TX. [**SMS Best Conference Paper Prize; Behavioral Strategy Interest Group Most Novel Paper Award**]
6. **Wang, X.** & Reger, R. K. 2015. Silence versus diffusion: An evolution from social media grievances to social movements. Denver, CO.
7. **Wang, X.**, Crook, R. T., & Munyon, T. 2015. Do shareholders respond to information security breaches? An attributional model. Denver, CO.
8. **Wang, X.** & Reger, R. K. 2014. Content analysis of publishing behavior: The case of the Strategic Management Journal from 2009-2013. Madrid, Spain.
9. **Wang, X.** 2013. Organizational stigmatization and disapproval spillover: Roles of social attributes of family ties. Atlanta, GA.
10. Wu, J. Guan, B., & **Wang, X.** 2013. Attention as the mediator between top management team characteristics and international market entry mode. Atlanta, GA.
11. **Wang, X.** & Young, M. N. 2012. Board composition and spillovers of reputational loss: A study of China's group firms. Guangzhou, China.

#### *Academy of Management (AOM) Annual Meetings*

1. Andrus, J., Chen, Y., **Wang, X.**, & Reger, R. K. 2021. To tweet or not to tweet? The role of social

- media boycotts on market reaction. Virtual.
2. Ma, C., **Wang, X.**, & Deng, S., She, J. 2020. Impacts of national congruence and incongruence on international joint venture completion. Virtual.
  3. Ma, C., Wang, J., **Wang, X.**, & Liu, Y. 2020. Partner substitutability and international joint venture termination: a partner interdependence view. Virtual.
  4. Yan, J., **Wang, X.**, Xu, L., & Samba, C. 2020. Too much of good things: Addressing the shape of relationship between media sentiment and IPO outcome. Virtual.
  5. **Wang, X.**, Reger, R. K., Xia, J., & Zhou, W. 2018. Constituent support to firms and communication strategies via social media and press release. Chicago, IL.
  6. **Wang, X.**, & Xia, J. 2018. Media reputation of buyer and seller and acquisition duration: Two sides of a story. Chicago, IL.
  7. **Wang, X.**, Reger, R. K., Zhou, W., & Williams, D. 2017. From home-country shared grievances to cross-border social disapproval: Social media coverage, national animosity, and nationalism as integrated mobilizations. Atlanta, GA. [**Social Issues in Management Division Best Student Paper**]
  8. **Wang, X.**, Reger, R. K., & Pfarrer, M. D. 2017. Faster, hotter, and more linked in: Managing social disapproval in the social media era. Atlanta, GA.
  9. **Wang, X.**, Munyon, T., Yan, J., & Crook, R. T. 2017. Breached, but not broken: How attributions and impression management buffer the negative effects of data breaches. Atlanta, GA.
  10. **Wang, X.**, Reger, R. K., & Pfarrer, M. D. 2016. Social disapproval accumulation and firm response: A comparison of social media and traditional media. The 19<sup>th</sup> Annual Cognition in the Rough. Anaheim, CA.
  11. **Wang, X.** 2016. Dissertation proposal. The 4<sup>th</sup> Annual Diamonds in the Rough. Anaheim, CA.
  12. **Wang, X.** 2014. A tale of two assets in environmental jolts: The effects of firm reputation and political assets on stock market returns. The 17<sup>th</sup> Annual Cognition in the Rough. Philadelphia, PA.
  13. **Wang, X.** & Reger, R. K. 2014. Content analysis of top strategic management journals. Content Analysis Paper Development Workshop. Philadelphia, PA.
  14. **Wang, X.** 2012. Governance structure and spillovers of reputational loss. Boston, MA.
  15. Young, M. N., Peng, M. W., Gokalp, O. N., & **Wang, X.** 2012. International market failure for firms in emerging economies. Boston, MA.

#### *Oxford University Symposium of Corporate Reputation*

1. **Wang, X.**, Reger, R. K., Pfarrer, M. D., Zhou, W., & Williams, D. 2019. Cross-border social disapproval: The impact of social media, national animosity, and nationalism. Oxford, UK. [**Invited as the receiver of the Oxford University Centre for Corporate Reputation Best Dissertation**]
2. **Wang, X.**, Reger, R. K., & Pfarrer, M. D. 2016. Faster, hotter, and more linked in: Accumulating and abating social disapproval on social and traditional media. Oxford, UK. [**Invited as the Oxford University's Corporate Reputation Emerging Scholar**]

#### *Academy of International Business*

1. Li, W., Xia, J., Lin, S., Li, X., Liu, J., & **Wang, X.** 2020. Escaping the institutional iron cage: Competing institutional logics and CEO pay raise in state-owned enterprises. Virtual.
2. Young, M. N., Peng, M. W., Gokalp, O. N., & **Wang, X.** 2013. Internal market failure in emerging

economy firms. Istanbul, Turkey.

### ***Regional Strategic Conferences***

1. **Wang, X.**, Deng, S., Xia, J., & Wang, J. 2021. Impacts of National Congruence and Incongruence on International Joint Venture Completion. *The Ann & Jack Graves Foundation Conference Series "Sustainability as a Solution to Global Business Challenges"* Virtual.
2. **Wang, X.**, & Reger, R. K. Cross-border acquisition and social disapproval. *The 4th Annual Global Strategy and Emerging Markets Conference* at the University of Texas at Dallas.
3. **Wang, X.**, Reger, R. K., & Pfarrer, M. D. 2016. Social disapproval accumulation and firm response: A comparison of social media and traditional media. *Annual Midwest Strategy Meeting*. University of Kansas, Lawrence, KS. [**Funded by a Midwest Strategy Meeting Research Grant**]
4. **Wang, X.** & Reger, R. K. 2014. What's hot and what's not? A content analysis of strategy research in four top tier journals. *Annual Midwest Strategy Meeting*. University of Wisconsin, Madison, WI. [**Funded by a Midwest Strategy Meeting Ph.D. Grant**]
5. **Wang, X.** & Reger, R. K. 2014. Do actions speak louder than words? A content analysis of the publishing behavior of the *Strategic Management Journal* from 2009-2013. *The 8<sup>th</sup> Annual Mid-Atlantic Strategy Colloquium*. University of Tennessee, Knoxville, TN. [**Opening keynote speech**].
6. Li, J., & **Wang, X.** 2010. The symbiosis of Yin/yang elements in leadership, a Chinese perspective on the failure of leaders. *International Association for Chinese Management Research (IACMR)-Indigenous Research Toward Geocentric Integration*. Lanzhou, China.
7. **Wang, X.**, & Wu, J. 2009. Evolution process of the attention structure in portfolio decision. *Chinese Management Annual Meeting*. Beijing, China.

### ***Management Science Conferences***

1. **Wang, X.**, & Wu, J. 2010. The evolution of concrete attention structures on project portfolio selection decision: A NK-model simulation. International Conference on Advanced Management Science. Chengdu, China.
2. **Wang, X.**, Li, J., Lam, C. K., & Wang, X. F. 2010. Complete or incomplete information infrastructure, implications for attention-focus in decision-making. The 17th International Conference on Industrial Engineering and Engineering Management (IE&EM). Xiamen, China.
3. **Wang, X.**, Liu, Z., & Zhang, Z. 2010. Is human resource management cultural-specific? The moderating effect of firm strategy. International Conference on Education and Management Technology. Cairo, Egypt.
4. Li, J., **Wang, X.**, Liu, Z., & Zhang, Z. 2010. Entrepreneur culture and entrepreneur activities, symbiotic developments in Chinese societies. International Conference on Education and Management Technology. Cairo, Egypt.
5. Wu, J., & **Wang, X.** 2009. The impact of firm size on knowledge sharing intra-firm: A game-theory perspective. International Conference on Computational Intelligence and Software Engineering. Chengdu, China.

### **CONFERENCE FACILITATORS, COMMITTEES & KEYNOTE SPEAKERS**

1. **Facilitator:** The 13<sup>rd</sup> Annual Academy of Management Content Analysis Paper Development Workshop "Content and Text Analysis in Organizational Research: 2021

- Techniques and Applications”
2. **Facilitator:** The 13rd Annual Academy of Management Workshop-Institutional Convergence / Divergence and the Future of Chinese and US Business 2021
  3. **Mentor (round table discussion):** The topic Job Search Process. The 13rd Annual Academy of Management Chinese Management Scholars Community Reunion 2021
  4. **Program committee:** International Conference on Social Media & Society 2019
  5. **Facilitator:** The 11<sup>st</sup> Annual Academy of Management Content Analysis Paper Development Workshop “Content and Text Analysis in Organizational Research: Techniques and Applications” 2019
  6. **Facilitator and keynote speaker:** The 10<sup>th</sup> Annual Academy of Management Content Analysis Paper Development Workshop “Content and Text Analysis in Organizational Research: Techniques and Applications” 2018
  7. **Keynote speaker:** The 8th Annual Mid-Atlantic Strategy Colloquium. “Do actions speak louder than words? A content analysis of the publishing behavior of the Strategic Management Journal from 2009-2013” 2014

### **RESEARCH GRANTS**

1. College Large Grant, Robert J. Trulaske, Sr. College of Business, University of Missouri (5,000 USD). PI: **Wang, X.** 2018-2020
2. Strategic Management Society, Strategic Research Funds, Dissertation Research Program (10,000 USD). Three essays of social disapproval and impression management in the social media era. PI: **Wang, X. (SRF Dissertation Scholar).** 2017
3. Anderson Center for Entrepreneurship and Innovation Research Competition (1,000 USD). Silence versus diffusion: An evolution from social media grievances to social movements. PI: **Wang, X.** 2015
4. National Nature Science Foundation of P.R.China (NSFC 71072068/G020101) (45,000 USD). Strategic decisions from the perspective of attention-based view of top management team. Co-PI: **Wang, X.** 2011-2013
5. Tokyo Foundation, Japan - The Ryoichi Sasakawa Young Leaders Fellowship Fund (about 3,000 USD). Chinese top managers’ attention on environmental ethics. Sole PI: **Wang, X.** (Tokyo Foundation Research Fellow). 2010-2011
6. Art and Social Science Project, Education Ministry of P.R.China. (Grant number 08JC630033) (8,000 USD). Asymmetrical competition on research productivity between domestic and multinational enterprises. Co-PI: **Wang, X.** 2008-2010
7. Art and Social Science Project of Lanzhou University (Grant number LZUGH07002) (3,200 USD). R&D timing based on option game theory. Co-PI: **Wang, X.** 2008-2009

### **HONORS AND FELLOWSHIPS**

1. Strategic Management Society Stakeholder Strategy Interest Group, Best Proposal with Practical Implications Award 2020
2. Strategic Management Society Nomination of the Best Conference Paper Prize 2020
3. University of Missouri-Winemiller Excellence Awards for Quantitative and Analytics Research 2018

4. Oxford University Centre for Corporate Reputation Best Dissertation 2017
5. Strategic Management Society Best Conference Paper Prize 2017
6. Strategic Management Society Most Novel Paper Award-Behavioral Strategy Interest Group 2017
7. Academy of Management Best Student Paper Award-Social Issues in Management (SIM) Division 2017
8. Midwest Strategy Meeting Grant 2017
9. Strategic Management Society - SRF Dissertation Research Grant from the Strategic Management Society (15 winners globally) 2016-2017
10. Strategic Management Society - SRF Dissertation Scholar of the Strategic Management Society (15 winners globally) 2016-2017
11. Outstanding Doctoral Student Teacher Award in Strategy, Entrepreneurship and Organizations Program, University of Tennessee (the sole winner in the college of business) 2017
12. Oxford University - Corporate Reputation Emerging Scholar and Annual Corporate Reputation Symposium Fund. (6 winners globally) 2016
13. Oxford University Corporate Reputation Emerging Scholar (6 winners globally) 2016
14. Outstanding Doctoral Student Researcher Award in Haslam College of Business. University of Tennessee (the sole winner in the college of business) 2016
15. Outstanding Doctoral Student Research Award in Organizations and Strategy Program. University of Tennessee (the sole winner in Strategy, Innovation, & Entrepreneurship program) 2016
16. Midwest Strategy Meeting Grant 2016
17. Anderson Center for Entrepreneurship and Innovation Research Competition, Second Prize & Second Prize for Research Overall. University of Tennessee 2015
18. Midwest Strategy Meeting Grant for Ph.D. students 2014
19. Doctoral Consortium Fund, Mid-Atlantic Strategy Colloquium 2014
20. Entertainment and Sports Programming Networks (ESPN) Fellowship for Ph.D. students. University of Tennessee 2013-2017
21. Research Assistant & Teaching Assistant Stipends. University of Tennessee 2013-2017
22. University Grants Committee Scholarship. Hong Kong Baptist University 2011-2013
23. Research Travel Grant. Hong Kong Baptist University 2012
24. The Ryoichi Sasakawa Young Leaders Fellowship. Tokyo Foundation 2010-2011
25. First-class Scholarship for Academic Excellent Graduate Students. Lanzhou University 2008-2011
26. Outstanding Graduate. Lanzhou University 2011
27. Annual Merit Graduate Student. Lanzhou University 2008-2010
28. First Prize & Second Prize, Graduate Academic Annual Symposium. Lanzhou University 2008-2010
29. Outstanding Social Service Award. Lanzhou University 2009
30. Several national and university scholars for undergraduate students 2003-2007

**ACADEMIC COMMITTEE**

1. Ph.D. student dissertation committee (Ph.D. candidate: Yiwen Chen, Major: Marketing) 2021

- and International Business, University of Missouri). Reverse knowledge absorptive capacity of MNEs: Conceptualization and theoretical framework
2. Ph.D. student first-year paper committee (Ph.D. student: Yan Nancy Chen, Major: Strategic Management, University of Missouri). To Tweet or not to Tweet? The role of social media boycotts on stock price returns 2020
  3. Ph.D. student first-year paper committee (Ph.D. student: Shawatashish Pattnaik, Major: Strategic Management, University of Missouri). The once and future intrapreneur: Identity conflicts in integrating new roles into existing jobs 2020
  4. Ph.D. student qualify exam committee (Ph.D. student: Jieun Lee, Major: Strategic Management, University of Missouri). 2020
  5. Ph.D. student first-year paper committee (Ph.D. student: Jieun Lee, Major: Strategic Management, University of Missouri). Local options matter: Exploring the effects of local job alternatives in TMT turnover 2019
  6. Outside Dissertation Committee (Ph.D. candidate: Jize Du, Academic Program: EECS, Major: Computer Science, University of Missouri) 2021

### **JOURNAL REVIEWER, SERVICES, AND PROFESSIONAL AFFILIATIONS**

#### **Reviewer:**

1. *International Conference on Social Media & Society* 2018-ongoing
2. *Journal of Management Studies* 2017-ongoing
3. *Information* 2020
4. *Asia Pacific Journal of Management* 2012-2013; 2017-ongoing
5. *Journal of Business Research* 2013
6. *Academy of Management Annual Meetings* 2012-ongoing
7. *Strategic Management Society Annual Meetings* 2012-ongoing
8. *Academy of International Business Annual Meetings* 2012-2013

#### **Professional Affiliations:**

1. *Strategic Management Society* 2012-ongoing
2. *Academy of Management* 2011-ongoing
3. *Southern Management Association* 2020-2021

#### **Research Fellow:**

- Japan-Tokyo Foundation* 2010-2011

### **RESEARCH AND TEACHING EXPERIENCE**

**Robert J. Trulaske, Sr. College of Business, University of Missouri** 2017-ongoing  
Instructor, *Strategic Management* (Capstone)

**Haslam College of Business, University of Tennessee**  
Instructor, *International Strategic Management* (Capstone) 2015-2016

***Outstanding Doctoral Student Teacher Award in Strategy, Entrepreneurship, and Organizations***

Teaching Assistant, *Principles of Management* 2014



Research Assistant (various subjects) 2013-2017

**School of Business, Hong Kong Baptist University** 2011-2013  
 Research Assistant (various subjects)  
 Teaching Assistant (MBA and undergraduate classes)

**INVITED ACADEMIC TALKS**

- |   |            |
|---|------------|
| 1. Oxford University, Saïd Business School, The Centre for Corporate Reputation     | 2016; 2019 |
| 2. Ivey Business School, Western University   | 2017       |
| 3. Copenhagen Business School, Department of International Economics and Management | 2017       |
| 4. Tilburg University, Tilburg School of Economics and Management                   | 2017       |
| 5. Montclair State University, Feliciano School of Business                         | 2017       |
| 6. University of Mississippi, College of Business                                   | 2017       |
| 7. Wichita State University, W. Frank Barton School of Business                     | 2017       |

**MEDIA COVERAGE**

Dousing Disapproval in the Social Media Era.  
 Academy of Management Insights (01/07/2020).  
 Academy of Management Insights is Academy of Management’s online newsletter, which “brings the best academic research findings to managers and business leaders worldwide” and “transforms peer-reviewed management research from the world’s top scholars into actionable evidence for the workplace” (AOM Insights, 2020: 1; <https://journals.aom.org/insights/aboutus>).  
 YouTube: <https://youtu.be/zHSEmGIuh1s>

**INDUSTRY EXPERIENCE**

**Strategic consulting and executive assistant**, Baiyin Hongyuan Coal Mining and Transportation Company (China) 2007-2008

**AMATEURISM**

Classical violin