

# SIQI (SYLVIA) HOU

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## EDUCATION

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**University of Missouri, Columbia, MO**

August 2020 - Present

PhD Student of Management Department

**University of Chicago, Chicago, IL**

August 2018 - January 2020

Master of Arts in Public Policy with Certificate of Research Methods

Harris School of Public Policy

**University of International Business and Economics, China**

August 2014 - June 2018

Bachelor of Arts in Business English

Bachelor of Economics in Finance

## RESEARCH INTERESTS

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Strategic leadership: topics on CEO/TMT/directors, compensation, succession, interlock, and etc.

Business alliance, social network, and social capital;

Organization theory, and organizational sociology.

## PROJECTS AS CO-AUTHOR

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### **De-marketization in Labor Markets**

Leading project and working with Garry Bruton, Han Jiang, Ryan Krause, and Joseph Harrison.

Targeting at Organizational Science or Administrative Science Quarterly.

Under China's pay cut regulation on state-owned and state-controlled companies, we argue there is a de-marketization trend in business elite labor market of state-controlled economy. We want to propose a theory of de-marketization to analyze the fault line and flow of talents between these two sectors.

### **CEO Celebrity and Divestiture**

Working on data, with Xinran Wang and Han Jiang.

Concerned with CEO celebrity influences on corporate divestiture during CEO turnover.

Supposing with distinct media coverage, CEOs would choose different reactions on divestiture decision: when CEO celebrity exists, it leads to CEO hubris, and those CEOs would be prone to sell subsidiaries bought in by former CEOs rather than those bought by their own decisions.

### **Social Media Presence, CEO Narcissism and CSR**

To be conducted, with Shiyao Bao at IESE.

To try a new method: using word embedding to measure CEO's narcissism through personal posts on social media like Twitter rather than normal methods, which mainly analyze mass media reports through context analysis.

## LANGUAGES

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Mandarin Chinese (native), English (fluent), Japanese (advanced) and French (intermediate).

Proficient in STATA, Python, SQL, and LaTeX.