

Stephanie Lu Wang

Associate Professor of International Business and Strategy
Institute for Entrepreneurship & Competitive Enterprise Faculty Fellow

Kelley School of Business, Indiana University
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RESEARCH INTERESTS

Internationalization, sustainability, capability upgrading, emerging markets, cultural industries

TEACHING INTERESTS

International business, strategic management, sustainability, doing business in/with emerging markets

ACADEMIC APPOINTMENTS

Indiana University, Kelley School of Business, Department of Management and Entrepreneurship

- Associate Professor (with tenure) 2021-Present
- Assistant Professor 2014–2021

OTHER APPOINTMENTS

Nanyang Technological University, Nanyang Business School

- Research Fellow at the Center for Emerging Markets, 2019–Present

China Europe International Business School

- Research Fellow at the Center for Emerging Markets, 2016–2019

EDUCATION

University of Miami, Miami Herbert Business School, Miami, FL, USA

- PhD in Strategy and International Business 2014

Peking University, Guanghua School of Management, Beijing, China

- MS (Early admission) in Strategic Management 2009

Renmin University of China, School of Labor and Human Resources, Beijing, China

- BA (Honors) in Human Resource Management 2006

AWARDS AND HONORS

[19]. Poets & Quants' Best 40-Under-40 Business School Professors, 2022

[18]. Institute for Entrepreneurship & Competitive Enterprise Faculty Fellow, 2022

[17]. *Journal of International Business Studies* Best Reviewer Award, 2022

[16]. *Academy of Management Review* Best Reviewer Award, 2022

[15]. Best Paper Award in Corporate Social Responsibility & Sustainability (Finalist), Academy of Management, 2022

[14]. Alan Rugman Fellow, Henley Business School, University of Reading, 2021

[13]. Emerging Scholar Award, International Management Division, Academy of Management, 2019

[12]. Alan M. Rugman Most Promising Scholar Award (Finalist), Academy of International Business, 2019

[11]. AIB Best Paper Award, Academy of International Business, 2018

[10]. Inaugural *Journal of World Business* Best Phenomenon-Based Article Award, 2018

[9]. Harry C. Sauvain Undergraduate Teaching Award (Finalist), Indiana University, 2018

[8]. Women's Emerging Scholar Award, Academy of International Business, 2017

[7]. *Global Strategy Journal* Top 10 Most Downloaded Papers Award, 2017

- [6]. Harry C. Sauvain Undergraduate Teaching Award (Finalist), Indiana University, 2017
- [5]. Best Dissertation Award (Finalist), International Management Division, Academy of Management, 2015
- [4]. Inaugural Graduate Student Exemplar (Finalist), University of Miami, 2014
- [3]. Best Paper Award in OB/HRM/OT, International Management Division Academy of Management, 2014
- [2]. Best Paper Award in Emerging Market Firms (Finalist), International Management Division Academy of Management, 2014
- [1]. Excellent Service Award, International Management Division, Academy of Management, 2011

REFEREED JOURNAL PUBLICATIONS

- [19]. Liu, C., **Wang, S. L.**, & Li, D. 2022. Hidden in a group? Market reactions to multi-violator corporate social irresponsibility disclosures. *Strategic Management Journal*, 43(1): 160-179.
- [18]. Maksimov, V., **Wang, S. L.**, & Yan, S. 2022 (**equal authorship**). Global connectedness and dynamic green capabilities in MNEs. *Journal of International Business Studies*, 53 (4): 723-740.
- [17]. Sun, J., Maksimov, V., **Wang, S. L.**, & Luo, Y. 2021. Developing compositional capability in emerging-market SMEs. *Journal of World Business*, 56(3), 101148.
- [16]. **Wang, S. L.**, Gu, Q., Von Glinow, M., & Hirsch, P. 2020. Cultural industries in international business research: Progress and prospect. *Journal of International Business Studies*, 51(4):665-692.
- [15]. **Wang, S. L.** & Li, D. 2019. Responding to the public disclosure of corporate social irresponsibility in host countries: Information control and ownership control. *Journal of International Business Studies*, 50(8): 1283–1309.
 - An earlier version of this paper won the AIB Best Paper Award at the Academy of International Business 2018 Annual Meeting.
- [14]. **Wang, S. L.**, Luo, Y., Maksimov, V., Sun, J., & Celly, N. 2019. Achieving temporal ambidexterity in new ventures. *Journal of Management Studies*, 56(4): 788–822.
 - An earlier version of this paper won the Global Leadership: International Management Division Best Paper in OB/HRM/OT Award at the Academy of Management 2014 Annual Meeting.
- [13]. Sun, J., **Wang, S. L.**, & Luo, Y. 2018. Strategic entry or strategic exit? International presence by emerging economy enterprises. *International Business Review*, 27(2): 418–430.
- [12]. Maksimov, V., **Wang, S. L.**, & Luo, Y. 2017. Reducing poverty in the least developed countries: The role of small and medium enterprises. *Journal of World Business*, 52(2): 244–257.
 - This paper won the Inaugural Journal of World Business Best Phenomenon-Based Article Award.
- [11]. **Wang, S. L.** & Cuervo-Cazurra, A. 2017. Overcoming human capital voids in underdeveloped countries. *Global Strategy Journal*, 7(1): 36–57.
 - This paper won the 2017 *Global Strategy Journal* Top 10 Most Downloaded Papers Award.
- [10]. Maksimov, V., **Wang, S. L.**, & Luo, Y. 2017. Institutional imprinting, entrepreneurial agency, and private firm innovation in transition economies. *Journal of World Business*, 52(6): 854–865.
- [9]. **Wang, S. L.**, Luo, Y., Lu, X., Sun, J., & Maksimov, V. 2014. Autonomy delegation to foreign subsidiaries: An enabling mechanism for emerging market multinationals. *Journal of International Business Studies*, 45(2): 111–130.
- [8]. Zheng, Q., Luo, Y., & **Wang, S. L.** 2014. Moral degradation, business ethics, and corporate social responsibility in a transition economy. *Journal of Business Ethics*, 120(3): 405–421.
- [7]. Luo, Y., **Wang, S. L.**, Jayaraman, V., & Zheng, Q. 2013. Governing business process offshoring: Properties, processes, and preferred modes. *Journal of World Business*, 48(3): 407–419.

- [6]. Luo, Y., **Wang, S. L.**, Zheng, Q., & Jayaraman, V. 2012. Task attributes and process integration in business process offshoring: A perspective of service providers from India and China. *Journal of International Business Studies*, 43(5): 498–524.
- [5]. Luo, Y. & **Wang, S. L.** 2012. Foreign direct investment strategies by developing country multinationals: A diagnostic model for home country effects. *Global Strategy Journal*, 2(3): 244–261.
- [4]. Luo, Y., Huang, Y., & **Wang, S. L.** 2012. Guanxi and organizational performance: A meta-analysis. *Management and Organization Review*, 8(1): 139–172.
- This paper won the Emerald Citations of Excellence Award in 2015.
- [3]. Luo, Y., Sun, J., & **Wang, S. L.** 2011. Emerging economy copycats: Capability, environment and strategy. *Academy of Management Perspective*, 25(2): 37–56.
- [2]. Luo, Y., Sun, J., & **Wang, S. L.** 2011. Comparative strategic management: An emergent field in international management. *Journal of International Management*, 17(3): 190–200.
- [1]. Luo, Y., Cacchione, M., Junkunc, M., & **Lu (Wang), S.** 2011. Entrepreneurial pioneer of international venturing: The case of Huawei. *Organizational Dynamics*, 40(1): 67–74.

SELECTED WORKING PAPERS AND PAPERS IN PROGRESS

- Bu, J., Cuervo-Cazurra, A., Luo, Y., & **Wang, S. L.** Strategies of foreign firms to overcome infrastructure deficiencies in developing economies. Under 2nd round revise-and-resubmit at *Journal of World Business*,
- **Wang, S. L.**, Lee, Y & Li, D. Smart disclosure: An enabler for MNEs to promote suppliers’ human rights commitments. Under 1st round revise-and-resubmit at *Journal of International Business Studies*.
- Mathias, B., & **Wang, S. L.** Not-so-silent partners: The spousal influence on entrepreneurship process. Under 1st round revise-and-resubmit at *Journal of Business Venturing*.
- Gu, Q., **Wang, S. L.**, & Bai, T. Revealed and reserved: Family firms’ voluntary information disclosure on foreign direct investment. Under 1st round revise-and-resubmit at *Journal of International Business Studies*.
- Bu, J., **Wang, S.L.**, Lee, Y., & Li, D. Not in my homeland: Immigration CEO and the geography of CSI. Under review at *Journal of International Business Studies*.
- **Wang, S. L.**, Tung, Y., & Bu, J. The multifaceted similarity: Categorization and market reaction to peer firms' delisting. Under review at *Journal of Management*.
- **Wang, S. L.**, Narula, R., & Lee, Y. What changed (and what has not): The “stretching” of MNCs’ responsibility boundaries in the global supply chains in the aftermath of a collective crisis. Finishing the first draft.
- Park, S., Zahra, S., Lee, Y., **Wang, S. L.** ESG controversies and executive compensation. Finishing the first draft.
- **Wang, S. L.**, Zahra, S., Bruton, G, & Guo, L. Can international treaties contribute to firms’ environmental absorptive capability? Finishing the first draft.
- **Wang, S. L.** Scaling social impact: Corporate volunteering in a digital-driven world. Data analysis.
- **Wang, S. L.**, Ciravegna, L, Benetti, S. Severe weather shock and sustainability certifications. Data analysis.

OTHER PUBLICATIONS

- Bu, J., **Wang, S.L.**, Lee, Y., & Li, D. 2022. Not in my homeland: Immigrant CEOs and the geography of corporate social irresponsibility. Academy of Management Best Paper Proceeding.
- Cuervo-Cazurra, A., & **Wang, S. L.** 2020. Upgrading capabilities in emerging markets: imitation, integration, incorporation, and internal development. In “Building Strategic

Capabilities in Emerging Markets”, edited by Newburry, W. and Park, S. Cambridge Publisher.

- **Wang, S. L.**, Luo, Y., Celly, N., & Sun, J. 2014. A temporal ambidexterity view toward firms in an emerging economy. Academy of Management Best Paper Proceeding.
- Maksimov, V., Sun, J., Luo, Y., & **Wang, S. L.** 2014. From imitation to imitation: Conditions and consequences. Academy of Management Best Paper Proceeding.

GRANTS AND FELLOWSHIPS

- Indiana University, Research Fund for Center for International Business Education and Research National Innovation Ecosystem and Economic Competitiveness Project (\$5,000), 2020–2021
- Indiana University, Research Fund for Center for International Business Education and Research National Innovation Ecosystem and Economic Competitiveness Project (\$10,000), 2019–2020
- National Institutes of Health, National Center for Advancing Translational Sciences Grant, Small Business Technology Transfer Program (Phase I: \$245,130), Co-investigator (Principal Investigator: Kan Shao, Associate Professor, Environmental and Occupational Health, Indiana University), 2018-2019
- Indiana University, Travel Sponsorship by Kelley Institute for International Business (\$1,500), 2017–2018
- The University of Miami, Center for International Business Education and Research (\$5,000), 2011–2012
- The University of Miami, University Graduate School Scholarship (\$50,000), 2009–2014
- The University of Miami, School of Business Administration Fellowship (\$115,000), 2009–2014
- Michigan State University, Center for International Business Education and Research (\$8,856) 2007–2008
- Renmin University of China, Pure Land Prize of Australia (CYN 2,000), 2004–2005
- Renmin University of China, China Petrol Prize (CYN 3,000), 2003–2004

TEACHING EXPERIENCE

Graduate Teaching

Indiana University, Kelley School of Business, Bloomington, IN

- X545 Strategy and Innovation; Average Rating: 6.7/7
- X503 Topics In Business Analysis;

Undergraduate Teaching

Indiana University, Kelley School of Business, Bloomington, IN

- D271 Global Business Analysis; Average Rating: 6.4/7
- D411 International Competitive Strategy; Average Rating: 6.3/7

University of Miami, Miami Herbert Business School, Miami, FL

- D376 Strategic Management; Average rating: 4.4/5

STUDENT ADVISING

Supervision of Ph.D. Students

- Advisor
 - Yejee Lee, Indiana University, Kelley School of Business 2020–Present
- Chair of Dissertation Research And Examination Committee
 - Chengcheng Zhai, Indiana University, Kelley School of Business 2022
- Committee Member
 - Daniel Clark, Indiana University, Kelley School of Business 2017

(First placement, IE Business School, Madrid, Spain; 2018 AIB Best Dissertation Award Finalist)

PROFESSIONAL SERVICE

Journals

- Associate Editor 2021-Present
 - *Global Strategy Journal*
- Guest Editor 2021-Present
 - *Journal of International Business Studies*
- Consulting Editor 2021-Present
 - *Journal of International Management*
- Editorial Board Member 2019–Present
 - *Journal of International Business Studies*
 - *Global Strategy Journal* 2017–Present
- Ad Hoc Reviewer
 - *Academy of Management Journal, Administrative Science Quarterly, Journal of International Business Studies, Strategic Management Journal, Journal of Management, Journal of Management Studies, Journal of World Business, Global Strategy Journal*

Conference Program

- Program Track Chair, “Global strategy, organization, and value chains”, Academy of International Business 2022 Annual Meeting
- Program Chair, The inaugural “Innovation to tackle global sustainability challenges” conference, hosted by CIBERs of Indiana University, George Washington University, and George Tech University, 2021

Professional Associations

- The Academy of Management
 - Chair, Professional Development Workshop, “The Role of MNCs in Addressing Global Sustainability Challenges,” 2021, 2022
 - Panelist, Professional Development Workshop, “Emerging Scholars Take on Current Issues in an IB-Dominated Time”, 2021
 - Chair, Professional Development Workshop, “Cultural Industry in International Business,” 2020-2021
 - Panelist, Professional Development Workshop, “Creating Impactful Research as a Junior Scholar: Advice from IM Division FIU Business Emerging Scholars”, 2020-2021
 - Panelist, Professional Development Workshop, “Managing Your Doctoral Studies: What We Wish We Had Known,” 2016 and 2017
 - Chair, Annual Professional Development Workshop, “Writing Better Theory,” 2016-2021
 - Panelist, “Strategic Capability Upgrading and Global Competitiveness,” 2017
 - Panelist, International Management Division Paper Development Workshop, 2016
 - Chair, International Management Division Doctoral Student Community, 2013–2014
 - Committee Member, International Management Division Doctoral Student Community, 2012–2013
 - Assistant to Program Chair, International Management Division, 2011
 - Assistant to Professional Development Workshop Chair, International Management Division, 2010
 - Reviewer and Member since 2009
- The Academy of International Business

- Chair, Professional Development Workshop, “The Role of MNCs in Addressing Global Sustainability Challenges,” 2021
- Chair, “Writing Better Theory in IB,” 2017-2021
- Panelist, “Strategic Capability Upgrading and Global Competitiveness,” 2017
- Panelist, “Life Happens: Female Academics Share Stories,” 2017
- Chair, “MNE Performance and Competitiveness,” 2017
- Reviewer and Member since 2009
- Assistant to Local President, 2006
- The Strategic Management Society
 - Committee Member, “GSJ Oslo Best Conference Paper Award,” 2018
 - Chair, “Capability Upgrading and Global Competitiveness,” 2016
 - Reviewer and Member since 2010
- Chinese Students and Scholars Association
 - Co-Chair, Doctoral Consortium, 2022

UNIVERSITY SERVICE

Service at Indiana University

- Faculty Advisor, Indiana University Chapter of Ascend 2021-Present
- Committee member, Academic Fairness Committee 2019-Present
- Keynote Speaker for “Careers in China” 2018

Service at Kelley School of Business

- Faculty Advisor, Chinese Business Association 2017-2020
- Panel Speaker, Scholars without Borders 2020
- Judge, Inaugural Center of Excellence for Women in Technology Research Hackathon 2019
- Panel Speaker, Doing Business in Emerging Markets 2018
- Faculty Coaching, Kelley Connect Week Immersion Program 2018
- Faculty Advisor, Chinese Business Association 2015–2021

Service at the Department of Management and Entrepreneurship

- Chair, Faculty Search Committee 2021
- Committee Member, Doctoral Student Committee 2020-Present
- Chair, M & E “Thought Leader Seminar Series” 2019–Present
- Committee Member, Faculty Search Committee 2017
- Chair, Visiting Scholar Committee Member 2015–2016

INVITED TALKS

- Tongji University, Keynote Speaker, “International Management in the Era of Deglobalization” conference 2022
- The University of Sydney, Emerging Market Center 2021
- Temple University, Keynote Speaker, iBegin Conference 2018
- George Washington University, International Business Department 2017
- Indiana University, Panel Speaker, Laying the BRIC, MBA Emerging Market Symposium 2015
- Northeastern University, D’Amore-McKim School of Business 2014
- Florida International University, International Business Department 2014
- Sun Yat-Sen University, Sun Yat-Sen Business School 2012

MEDIA APPEARANCES

- “Kelley School co-hosts international conference on tackling global sustainability challenges”, June, 2021. <https://blog.kelley.iu.edu/2021/06/02/kelley-school-co-hosts-international-conference-on-tackling-global-sustainability-challenges/>

- “Guanxi: Why We Should Try to Understand the Chinese Way of Life Rather Than Criticize It.” *New International Magazine*, February 10, 2018. <https://newinternational.net/2018/02/10/guanxi-why-we-should-try-to-understand-the-chinese-way-of-life-rather-than-criticize-it/>
- “How to Overcome Disadvantages When Expanding Abroad: Recommendations for Chinese Multinationals.” Radio interview on the globalEDGE Business Beat on the Michigan Business Network on October 12, 2015. <http://www.michiganbusinessnetwork.com/blog/business-climate-in-china>
- “Emerging Market Multinationals Should Delegate More to Their Foreign Subsidiaries.” *Management Insights*, a Chinese-English bilingual publication that converts leading academic research on China-related topics into summaries that can be easily read and used by managers, January 2015. <http://www.iacmr.org/v2en/Detail.asp?id=496>
- “¿Autonomía O Control En Subsidiarias En El Extranjero?” (“Autonomy Or Control In Subsidiaries Abroad?”). Media citation in Spanish at Dinero.com, a specialized portal for economy news, financial news, economic indicators, trade, and business in Colombia, March 3, 2014. <http://www.dinero.com/opinion/columnistas/articulo/autonomia-control-manejo-subsidiarias-extranjero/192791>

CONFERENCE PAPER PRESENTATIONS

- [39]. Wang, S. L., Lee, Y & Li, D. Smart disclosure: An enabler for MNEs to promote suppliers’ human rights commitments. Academy of International Business 2022 Annual Meeting, Miami, FL.
- [38]. Bu, J., Wang, S.L., Lee, Y., & Li, D. Not in my homeland: Immigration CEO and the geography of CSI. Academy of Management 2022 Annual Meeting, Seattle, WA.
- [37]. Gu, Q., Wang, S. L., & Bai, T. Revealed and reserved: Family firms’ voluntary information disclosure on foreign direct investment. Academy of Management 2021 virtual Annual Meeting.
- [36]. Liu, C., Wang, S. L., & Li, D. Hidden in a group? Market reactions to multi-violator corporate social irresponsibility disclosures. Academy of Management 2020 virtual Annual Meeting.
- [35]. Wang, S. L., Maksimov, V., & Ouyang, C. When difference makes a difference: The effect of managerial diversity on social inclusion engagement. Academy of Management 2019 Annual Meeting, Boston, MA.
- [34]. Gu, Q., Wang, S. L., & Bai, T. Controlling and minority shareholders meeting halfway? Evidence from family firms’ voluntary information disclosure on foreign direct investment. Presentation at Strategic Management Society 2019 Annual Meeting, Minneapolis, MN.
- [33]. Wang, S. L., Tung, Y., & Bu, J. Alike but unlike? Peer firms’ IPO delisting and the spillovers of legitimacy loss. Presentation at Strategic Management Society 2019 Annual Meeting, Minneapolis, MN.
- [32]. Maksimov, V., Wang, S. L., & Yan, S. Developing dynamic green capabilities in MNEs. Academy of International Business 2019 Annual Meeting, Copenhagen, Denmark.
- [31]. Wang, S. L. & Ouyang, C. MNCs’ Innovation for social inclusion in emerging markets: An integrated capability-institution model. Academy of International Business 2019 Annual Meeting, Copenhagen, Denmark.
- [30]. Ouyang, C. & Wang, S. Return in Triumph: The effect of internationalization on social status of emerging market multinationals in home countries. Presentation at 2018 Global Strategy and Emerging Markets Conference, University of Miami Business School, Miami, FL.
- [29]. Wang, S. L. & Young, S. The price of “social irresponsibility”? A historical examination of sin stock performance. Presentation at Academy of International Business 2018 Annual Meeting, Minneapolis, MN.

- [28]. Wang, S. L. & Dan, Li. Responding to public disclosure of corporate social irresponsibility in host countries: Information vs. ownership control. Presentation at Academy of International Business 2018 Annual Meeting, Minneapolis, MN.
- [27]. Wang, S. L., Cuervo-Cazurra, A., & Bu, J. 2017. Separating and compensating signals to overcome the liability of emergingness in exports. Presentation at Strategic Management Society 2017 Annual Meeting, Houston, TX.
- [26]. Wang, S. L. 2017. The process and evolution of capability upgrading in an emerging market. Academy of International Business 2017 Annual Meeting, Dubai, United Arab Emirates.
- [25]. Wang, S. L., Luo, Y., & Bu, J. 2017. How much does host country public service matter? A longitudinal analysis of sixty-two developing countries. Academy of International Business 2017 Annual Meeting, Dubai, United Arab Emirates.
- [24]. Wang, S. L. & Cuervo-Cazurra, A. 2016. Capability deepening, capability broadening, and firm performance of emerging market firms. Strategic Management Society 2016 Annual Meeting, Berlin, Germany.
- [23]. Wang, S. L. & Weiner, R. J. 2016. When do home institutions cross border? Evidence from the upstream petroleum industry. Academy of Management 2016 Annual Meeting, Anaheim, CA.
- [22]. Wang, S. L. & Cuervo-Cazurra, A. 2016. Capability upgrading, institutional reforms, and firm performance. Academy of Management 2016 Annual Meeting, Anaheim, CA.
- [21]. Wang, S. L., & Cuervo-Cazurra, A. 2016. Overcoming human capital voids in underdeveloped countries. Academy of International Business 2016 Annual Meeting, New Orleans, LA.
- [20]. Wang, S. L. & Weiner, R. J. 2016. Do home institutions have a judo effect? Evidence from the upstream petroleum industry. Global Strategy and Emerging Markets (GSEM) Conference 2016, University of Miami, Miami, FL.
- [19]. Wang, S. L. 2015. Linking institutional reforms on reputation upgrading by emerging economy enterprises. Strategic Management Society 2015 Annual Meeting, Denver, CO.
- [18]. Wang, S. L. 2015. The dual effect of institutional reforms on firm upgrading speed. Academy of Management 2015 Annual Meeting, Vancouver, British Columbia, Canada.
- [17]. Wang, S. L. 2015. Capability deepening or capability broadening? A behavioral learning framework of how emerging economy enterprises upgrade. Academy of Management 2015 Annual Meeting, Vancouver, British Columbia, Canada.
- [16]. Wang, S. L. & Weiner, R. J. 2015. Does where you go depend on whence you come? Evidence from natural-resource-seeking FDI. Academy of Management 2015 Annual Meeting Vancouver, British Columbia, Canada.
- [15]. Wang, S. L., Luo, Y., Celly, N., & Sun, J. 2014. A temporal ambidexterity view toward firms in an emerging economy. Academy of Management 2014 Annual Meeting, Philadelphia, PA.
- [14]. Maksimov, V., Sun, J., Luo, Y., & Wang, S. L. 2014. From imitation to imitation: Conditions and consequences. Academy of Management 2014 Annual Meeting, Philadelphia, PA.
- [13]. Wang, S. L., Luo, Y., & Maksimov, V. 2013. Strategic entry or strategic exit? International presence by emerging economy enterprises. Academy of International Business 2013 Annual Meeting, Istanbul, Turkey.
- [12]. Maksimov, V., Wang, S. L., & Luo, Y. 2012. Firm transition during the environmental transition: The case of pro-market reform in Eastern Europe. Academy of International Business 2013 Annual Meeting, Istanbul, Turkey.
- [11]. Wang, S. L., & Luo, Y. 2013. A co-evolutionary view towards how emerging market firms catch up. Inaugural Paul R. Lawrence Conference: Connecting Rigor and Relevance in Institutional Analysis hosted by Harvard Business School, Boston, MA.
- [10]. Jayaraman, V., Luo, Y., Wang, S. L., & Paulraj, A. 2012. Information processing competency in global service delivery: An empirical analysis of knowledge process outsourcing

in service supply chains. Academy of International Business 2012 Annual Meeting, Washington, DC.

- [9]. Maksimov, V., Wang, S. L., & Luo, Y. 2012. Social entrepreneurship in BOP countries. Academy of International Business 2012 Annual Meeting, Washington, DC.
- [8]. Zheng, Q., & Wang, S. L. 2012. Moral degradation, business ethics, and corporate social responsibility in a transition economy. Academy of Management 2012 Annual Meeting, Boston, MA.
- [7]. Wang, S. L., & Maksimov, V. 2012. Founding conditions, pro-market transformation, and firm competitiveness: A closer look at entrepreneurial enterprises in emerging economies. Academy of Management 2012 Annual meeting, Boston, MA.
- [6]. Luo, Y., & Wang, S. L. 2011. How much does home country matter? A holistic study on outward FDI by developing-country multinational companies. Strategic Management Society 2011 Annual Meeting, Miami, FL.
- [5]. Wang, S. L., Luo, Y., Lu, X., & Sun, J. 2011. A research on autonomy design of market-seeking emerging market multinationals. Academy of Management 2011 Annual Meeting, San Antonio, TX.
- [4]. Luo, Y., Wang, S. L., Lu, X., & Sun, J. 2011. Autonomy design by market-seeking emerging market multinationals: An amended information processing perspective. Academy of International Business 2011 Annual Meeting, Nagoya, Japan.
- [3]. Luo, Y., & Wang, S. L. 2010. Deciding to go global: A multi-level investigation of outward FDI by emerging economy enterprises. Academy of International Business 2010 Annual Meeting, Rio de Janeiro, Brazil.
- [2]. Luo, Y., Wang, S. L., & Jayaraman, V. 2010. BOP entry model choices. Academy of International Business 2010 Annual Meeting, Rio de Janeiro, Brazil.
- [1]. Luo, Y., Wang, S. L., Zheng, Q., & Jayaraman, V. 2010. Task nature and process integration in business process offshoring: Evidence from India and China. Academy of Management 2010 Annual Meeting, Montreal, Canada.

INDUSTRY/CONSULTING EXPERIENCE

- Dream Tech LLC, Bloomington, IN USA
 - Business Consultant 2018-present
A high-tech startup founded by an Indiana University researcher-entrepreneur focusing on developing technology that aims to reduce the use of animals in chemical toxicity studies of food, pharmaceuticals, pesticides and other products. Received Small Business Technology Transfer Phase I award worth \$245,130 from the National Center for Advancing Translational Sciences
- Fudan University Annual Research on Chinese SMEs' Growth, Shanghai, China
 - Expert Consultant 2012–2014
- Peking University Case Research Center, Beijing, China
 - Lead Research Analyst 2009
- Bank of China (Hong Kong) Limited, Hong Kong, China
 - Corporate Finance Analyst 2008
- Accenture Consulting, Beijing, China
 - Business Analyst 2007
- Microsoft Research Asia, Beijing, China
 - Talent Recruiting and Analyst 2005
- Sina Corp, Beijing, China
 - Marketing Research Analyst 2004
- Chongde Charity Foundation, Beijing China,
 - Co-founder 2003–2005