

NAN JIA, Ph.D

Associate Professor of Strategic Management
 Marshall School of Business • University of Southern California
 Hoffman Hall 518, 701 Exposition Blvd, Los Angeles, CA, USA, 90089-1424
 Email: nan.jia@marshall.usc.edu

ACADEMIC EXPERIENCE

- 2018 – 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

- [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 Caroyne 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**: 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

- [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*.

WORKING PAPERS

- Jia N., Zhao B., Lu J., Zheng W. *No Free Lunch After All: Corporate Political Connections and Firms' Location Choices*
(Revise & Resubmit)

- Jia N., Markus S., Werner T., *Going Dark? Drivers of Covertness in Corporate Political Activity* (with Stan Markus and Timothy Wener
(Authors listed alphabetically)
(Revise & Resubmit)
- Jia N., Fang Z., Luo X., *Management by AI-Bot: A Field Experiment of Employee Performance Coaching*
(Revise & Resubmit)
- Jiang H., Jia N., Bai T., Bruton, G. *Cleaning house Before hosting new guests: A Political Path Dependence Model of The Adaptation of political connections in the aftermath of anticorruption shocks*
(Under review)
- Miric M., Jia N., Huang K. *Comparison of Machine Learning and Keyword Methods for Large-Scale Classification in Management Research: The Case of Identifying Artificial Intelligence Patents*
(Under review)
- Wei Y., Jia N., Wang M. *Beware of Strange Bed-fellows: An Analysis of Public-Private Partnerships in Managing Government Guiding Funds in China*
(Under review)
- Jia N., Luo X., Fang Z., Xu B. *Can Artificial Intelligence (AI) Substitute or Complement Managers? Divergent Outcomes for Transformational and Transactional Managers in a Field Experiment*
(Under review)
- Huang K. Miric M., Jia N., *Rivalry in Artificial Intelligence Innovation? Comparative Analysis of China*
(Under review)
- Jia N., Klein F., Puck J. *Governance Inertia In Dynamic Institutional Environments*
(Under review)

WORK IN PROGRESS

- Ang J., Jia N., Yang B., Huang K. *The Limits of Commanding Innovation: Evidence from Chinese Patents*
(writing in progress)
- *Foisted! A Theory of Sinister Recommendations in Labor Markets* (with Odilon Camara and Joe Raffiee; writing in progress)
- *The Political Root of Business Network Change* (with TJ Wong and Tianyu Zhang; data analysis in progress)
- *Evolution of Corporate Political Connections* (with Omar El Nayal and Maurice Murphy; data collection in progress)
- Jia N., Thomas C., Wang Y. *Political Governance and Managerial Agency: Evidence from Chinese State-Controlled Firms*
(In preparation for submission)
(Authors listed alphabetically)

CONFERENCE AND SEMINAR PRESENTATIONS

- 2020 Strategic Management Society Special Conference in Berkeley (Berkeley, CA); 2020 AIM (Artificial Intelligence in Management) Conference (Los Angeles, CA); AI in Strategy Workshop, NYU Stern School of Business (New York, NY)
- 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 1st 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); 13th 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 Champion; 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 AIBS 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

- 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
- 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
- 2017-2018 *Top Gun Award*, Department of Management and Organization, USC Marshall School of Business
- 2017-2018 *James H. Zumberge Individual Research Award & Grant*, USC
- 2016-2017 *Business Outlier Research Award & Grant*, Institute for Advanced Studies in Business (IASB), USC Marshall School of Business
- 2015-2016 *The Dean's Award for Research Excellence*, USC Marshall School of Business

- 2015-2016 *Award for Research Excellence*, Department of Management and Organization, USC Marshall School of Business
- 2014-2015 *Outstanding Editorial Board Member Award*, the Strategic Management Journal
- 2009-2017 *Junior Faculty Award Supplement*, Gilbert Foundation Fund, USC Marshall School of Business
- 2009-2017 *Summer Research Grant*, USC Marshall School of Business
- 2011-2012 *Greif Faculty Research Grant*, Greif Center for Entrepreneurial Studies, USC Marshall School of Business
- 2011-2012 *CIBER Research Grant*, Center for International Business Education and Research, USC
- 2010-2011 *Greif Faculty Research Grant*, Greif Center for Entrepreneurial Studies, USC Marshall School of Business
- 2010 *Finalists for the Best Dissertation Award*, the International Society for New Institutional Economics (ISNIE)
- 2009 *Finalist for Richard N. Farmer Dissertation Award Competition*, Academy of International Business (AIB)
- 2006-2008 *The AIC Institute Corporate Citizenship Grant*, the AIC Institute at the Rotman School of Management, University of Toronto
- 2003-2008 *Open Doctoral Fellowship*, Rotman School of Management, University of Toronto

EDITORIAL BOARD POSITIONS

- 2020-2023 Associate Editor of *Strategic Management Journal*
- 2020-2022 Editorial Review Board Member of *Academy of Management Journal*
- 2014-2020 Editorial board member of *Strategic Management Journal*
- 2015-2019 Editorial board member of *Journal of International Business Studies*
- 2017-now Editorial board member of *Academy of Management Review*
- 2016-2017 Served on three review panels for the National Science Foundation
- 2019 Served on one review panels for the National Science Foundation

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

LEADERSHIP IN PROFESSIONAL SOCIETIES

- 2017- Founder and Coordinator, USC Marshall China Research Group; coordinators of weekly workshops since 2017 and two conferences in 2018 and 2019
- 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 13th 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, 19th 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 11th West Coast Research Symposium (WCRS)
- 2012 Program Committee Member, 16th Annual Conference of International Society for New Institutional Economics (ISNIE)
- 2011 Program Committee Member, 15th Annual Conference of International Society for New Institutional Economics (ISNIE)

ADVISING DOCTORAL STUDENTS

Supervisor of Bo Yang (Management) and co-supervisor of Maurice Murphy (Management)
 Doctoral Dissertation Committee Member for Adele Xing (Management), Kate Wang (Management), Jake Grandy (Management), John Bai (Finance), Irene Yi (Finance), Sajeev Nair (Marketing)
 Secondary Academic Advisor for Stephanie Smallet, Alyssa Ju Rie Han

TEACHING EXPERIENCE

Teaching Interests: Strategic Management, International Business

- 2009— **Course Instructor**, Marshall School of Business, University of Southern California
- Ph.D seminar “Seminar in Strategic Management” (2014-now)
 - MBA elective “Managing and Competing in Emerging Markets” (2020-)
 - Full-time MBA core course “Problem Solving and Decision Making: An Integrative Approach” (2017, 2020)
 - Undergraduate capstone course “Strategic Management” (2009-2017)
 - PhD reading course "Institutions, markets and firms for China research" with T.J. Wong (2017)
 - Executive Teaching in the Kaiser Permanente Program (2017)
- Fall, 2006 **Course Instructor**, Rotman School of Management, University of Toronto

- Undergraduate course “International Business”

PROFESSIONAL AFFILIATIONS

The Academy of Management, the Academy of International Business, the Strategic Management Society, INFORMS, the American Economic Association, the Society for Institutional & Organizational Economics (SIOE), the International Association for Chinese Management Research

OTHER EXPERIENCE

May – June, 2004	<p>Research Intern, The World Bank Group, Washington D.C., USA Supervisor: Mr. Edward Mountfield</p> <ul style="list-style-type: none"> • Completed a World Bank Internal Working paper: “<i>Study of Public Service Sector Reforms in Transitional Economies for China’s Reference</i>”
April, 2003	<p>Research Intern, The World Bank Group, Beijing, China Supervisor: Dr. Chunlin Zhang</p> <ul style="list-style-type: none"> • Completed a World Bank Internal Working paper (co-authored) “<i>The Economics of Nonprofit and its Relevance to China’s Public Service Unit Reform: A Survey on Literature</i>”
June – Aug., 2001	<p>Summer Analyst, Morgan Stanley Dean Witter Asia Limited, Hong Kong</p> <ul style="list-style-type: none"> - China Corporate Finance Group, Investment Banking Division
Jan. – Sept., 2002	<p>Part-time Analyst, Morgan Stanley Dean Witter Asia Limited, Beijing</p> <ul style="list-style-type: none"> - China Corporate Finance Group, Investment Banking Division
2000-2001	<p>Mingde Scholarship, Peking University Pricewaterhouse&Coopers-Longtao Scholarship, Peking University ESEC (Educational Services Exchange with China) scholarship Student Excellency Award, Peking University</p>
1999-2000	<p>Yuxi Scholarship, Peking University Student Excellency Award</p>
1998-1999	<p>Yuxi Scholarship, Peking University</p>
1998	<p>Ranked No.1 in the National College Entrance Examination in 1998 in Beijing out of 40,000 candidates</p>