

SAM GARG

Department of Management
 School of Business and Management
 The Hong Kong University of Science and Technology
 Email: samgarg@ust.hk | Office Tel: +852 2358-6001

ACADEMIC POSITIONS

HKUST	Liwei Huang Associate Professor of Business, Dept of Management	Jul 2020 -
	Associate Professor (with tenure), Dept of Management	Jul 2019 -
	Assistant Professor, Dept of Management	Sep 2011-Jun 2019

EDUCATION

Stanford University	Ph.D. (Organizations, Technology, and Entrepreneurship) Committee: Profs. Kathleen Eisenhardt (chair), Riitta Katila, Robert Sutton, Charles O' Reilly, Tom Byers	Dec 2011
Stanford University	M.A. (Sociology)	Jul 2009
National University of Singapore	B.Eng. (Computer Engineering, minor in Entrepreneurship)	Jul 2001

RESEARCH INTERESTS

My research program lies at the intersection of strategy, entrepreneurship, and organization theory. I focus on board processes and strategic leadership, often in the context of private technology ventures and newly public firms.

TEACHING INTERESTS

Entrepreneurship and Innovation, Business Ethics and Social Responsibility, Corporate Governance, Technology Strategy, Strategic Management

NOTABLE HONORS AND APPOINTMENTS

Associate Editor, *Strategic Entrepreneurship Journal*, a premier academic journal at the intersection of entrepreneurship and strategy, 2021 –

Co-Director, Bachelor of Science in *Biotechnology and Business (BIBU)*, an elite inter-disciplinary program jointly offered by the Schools of Science and Business, HKUST, 2021 –

Member, Inter-disciplinary academic advisory body, Temasek's Asia Stewardship Center, Singapore, 2021 –

Named Professorship, recipient of the first named professorship at the Associate Professor level at HKUST Business School, 2020 –

Elected Representative-at-large, Entrepreneurship & Strategy Interest Group, Strategic Management Society, 2020 –2021

Advisor, The HKUST Entrepreneurship Fund, 2020 –

Dean's Commendation for Excellence in Teaching, HKUST Business School, 2012, 2014, 2015, 2016, 2018, 2020.

Franklin Prize for Teaching Excellence, Finalist, HKUST Business School, 2015

Heizer Doctoral Dissertation Award, Finalist, Entrepreneurship Division, Academy of Management, 2013

Distinguished Paper Award, Strategy Division, Academy of Management, San Antonio, TX, 2011

- Top 1 percent of 653 submissions

Glueck Best Paper Award, Finalist, Strategy Division, Academy of Management, San Antonio, TX, 2011

Lieberman Fellowship, Stanford University, 2009

- Stanford's highest graduate student honor for outstanding research, teaching, university service, and overall potential for leadership in academia.

PUBLICATIONS

1. Westphal, James and **Sam Garg** (2021), "Boards of Directors and Strategic Management: Public Firms and New Ventures". In *Strategic Management: State of the Field and Its Future*. Duhaime IM, Hitt MA, Lyles MA (eds.), Oxford University Press.
2. **Garg, Sam** (2020), "Venture Governance: A New Horizon for Corporate Governance," Academy of Management Perspectives (Special issue on Innovations in Corporate Governance).
3. **Garg, Sam***, Qiang Li* and Jason Shaw (2019), "Entrepreneurial Firms Grow Up: Board Undervaluation, Board Evolution, and Firm Performance in Newly Public Firms," Strategic Management Journal. (* equal contribution)
 - Previously titled as "Scaling Up Entrepreneurial Firms: Board Evolution and Firm Performance."
 - An earlier version was included in the AOM Best Paper Proceedings 2018.
4. **Garg, Sam**, Qiang Li and Jason Shaw (2018), "Undervaluation of Directors in the Board Hierarchy: Impact on Turnover of Directors (and the CEO) in Newly Public Firms," Strategic Management Journal.
5. **Garg, Sam** and Kathleen Eisenhardt (2017), "Unpacking the CEO-Board Relationship: How Strategy-Making Happens in Entrepreneurial Firms," Academy of Management Journal.
6. **Garg, Sam** and Nathan Furr (2017), "Venture Boards: Past Insights, Future Directions, and Transition to Public Firm Boards," Strategic Entrepreneurship Journal (Special Issue on Tenth Anniversary of the journal).
 - Top 20 downloads at SEJ in Jan 2017-Dec 2018
7. **Garg, Sam** (2014), "Microfoundations of Board Monitoring: The Case of Entrepreneurial Firms," Academy of Management Review.
8. **Garg, Sam** (2013), "Venture Boards: Distinctive Monitoring and Implications for Firm Performance," Academy of Management Review.
9. Furr, Nathan, Fabrice Cavarretta and **Sam Garg** (2012), "Who Changes Course? The Role of Domain Knowledge and Novel Framing in Making Technology Changes," Strategic Entrepreneurship Journal (Special issue on Technology Entrepreneurship).
 - An earlier version was included in the AOM Best Paper Proceedings 2011.
10. De Meyer, Arnoud and **Sam Garg** (2004), "Innovation management in Asia: Some Preliminary Findings," in Sonke Albers (ed), *Cross Functional Innovation Management: Perspectives from Different Disciplines*, GWV-Vieweg, Germany.

WORKING PAPERS/ UNDER REVIEW (drafts available upon request)

11. Accomplishing Competing Aims: How to Develop a Positive CEO-Board Relationship in New Ventures (with Chris Bingham)
12. Boards of Directors, Competitive Aggressiveness, and Firm Performance in South Korean Family Firms (with Jaeyoung Cho[#] and Jangwoon Lee; R&R at SMJ)
13. An Empirical Exploration of Boards of Directors of Technology Ventures (with Mike Howard and Emily Pahnke; R&R at SEJ)
14. Scaling-up of Executive Teams: An Inductive Study of Fintech Ventures in Hong Kong (with CJ Rhee[#])
15. CEO Wrongdoing in Entrepreneurial Firms (with Qiang Li, Jason Shaw, and Hanny Kusnadi[#])
16. Boards and Innovation (with Hanny Kusnadi[#])

[#] PhD Student/Post-Doc at the beginning of the project.

MANAGERIAL BOOKS

17. De Meyer, Arnoud and **Sam Garg** (2005), "Inspire to Innovate: Management and Innovation in Asia," Palgrave MacMillan, London, UK. (*This book is based on multiple case studies and a survey of senior executives in several countries in Asia.*)
 - **Finalist, Best Management Book of the Year**, Management Consulting Association, UK, 2005.
18. Lasserre, Philippe and **Sam Garg** (2003), "Bank Mandiri: Cases in Corporate Transformation," INSEAD.

MANAGERIAL ARTICLES

19. "New Venture Boards: How to Harness Their Potential for Firm Success," Biz@HKUST and South China Morning Post, Oct 2019
20. "Scaling Ventures Through IPO: Board Dynamics and Capital Market Expectations" (coauthored with Hanny Kusnadi), Biz@HKUST and South China Morning Post, Oct 2019

PEDAGOGICAL MATERIALS (CASE STUDIES)

21. "Singapore Telecom: Becoming the Best Regional Communications Player," Gabriel Szulanski, **Sam Garg** (2005), INSEAD.
22. "The National Library Board of Singapore," Arnoud De Meyer, **Sam Garg** (2005), INSEAD.
23. "Eurotunnel: Eyes Wide Shut," Christopher Loch, Arnoud De Meyer, **Sam Garg** (2004), INSEAD.
24. "INSEAD: One School, Two Campuses - Going to Asia," Philippe Lasserre, Arnoud De Meyer, **Sam Garg** (2004), INSEAD.
25. "Bank Mandiri: Can the Phoenix Fly?" Philippe Lasserre, **Sam Garg** (2004), INSEAD.
26. "Bank Mandiri: Towards the Future," Philippe Lasserre, **Sam Garg** (2003), INSEAD.
27. "Bank Mandiri: Strategic and Organizational Changes," Philippe Lasserre, **Sam Garg** (2003), INSEAD.
28. "Bank Mandiri: The Birth of a Giant," Philippe Lasserre, **Sam Garg** (2003), INSEAD.
29. "The Indonesian Banking Sector in 1998: The Legacy," Philippe Lasserre, **Sam Garg** (2003), INSEAD.

RESEARCH GRANTS (Selected)

Entrepreneurship & Innovation in Asia (HKD 1 million ~ USD 128K)

2019-22, HKUST Business School

Equity Crowdfunding in China: An Exploratory Study of New Forms of Governance (HKD 280,000 ~ USD 36K)

2015-17 (PI w/ Prof. Kellee Tsai, Division of Social Science, HKUST), HKUST Institute of Emerging Market Studies

Venture Boards: Impact on Innovation (HKD 270,048 ~ USD 34.5K)

2014-16, Early Career Scheme, Research Grants Council of Hong Kong + HKUST top-ups

Entrepreneurship in Emerging Economies: Unpacking the CEO-Board Relationship in New Ventures (HKD 125,000 ~ USD 16K)

2014-17, HKUST Institute of Emerging Market Studies

CEO-Board Relationship in New Ventures (HKD 100,000 ~ USD 13K)

2011-13, Direct Allocation Grant, Research Grants Council of Hong Kong

Dissertation Grant (USD 8K)

2010, Stanford Technology Ventures Program, Stanford University

MEDIA COVERAGE OF RESEARCH AND TEACHING

2021

Phoenix TV Finance Net: Effective CEO-Board Collaboration in High-Growth Entrepreneurial Firms, 8-9pm (full length), August 11, 2021, China

2019

South China Morning Post: 2 invited full-length articles

- New Venture Boards: How to Harness Their Potential for Firm Success
- Scaling Ventures Through IPO: Board Dynamics and Capital Market Expectations (coauthored with Hanny Kusnadi)

2018

South China Morning Post: featured article about innovation in the workplace and how boards of directors can play a critical role. Hong Kong, May 2018.

2017

South China Morning Post/Biz@HKUST: featured article about the use of crowdfunding in my teaching as an innovation to encourage entrepreneurship and innovation among HKUST students, Hong Kong, July 2017.

Jumpstart Magazine, Digital Journal: featured articles on the integration of crowdfunding in my HKUST teaching, Hong Kong, March 2017.

2016

Financial Times: Keynote Speaker, Financial Times' Better Boards Breakfast Seminar Series (Asia), FT Regional Headquarters, Hong Kong, June 28, 2016.

South China Morning Post (Education Post), Featured Article: "The Special Case of Venture Boards," Feb 3, 2016.

CONFERENCES, INVITED TALKS, PROFESSIONAL DEVELOPMENT WORKSHOPS, AND CONSORTIA

1. "Accomplishing competing aims: How to Develop a Positive CEO-Board Relationship in Ventures"
 - a. Singapore Management University, Dec 2021
 - b. INSEAD, Dec 2021
 - c. Indian School of Business, Nov 2021
2. Chair and Panel Moderator, "Venture Governance", Entrepreneurship & Strategy Interest Group, Strategic Management Society Annual Meeting, Toronto, Sep 2021 (Panelists: Warren Boeker, Melissa Graebner, Bala Vissa)
3. Discussant, Paper Development Workshop, "Creating and Sustaining Competitive Advantage in a Discordant World", Strategic Management Society Annual Meeting, Toronto, Sep 2021
4. Panelist, Showcase Symposium, "Current State and Future of Strategic Leadership and Governance Theory and Practice", Academy of Management, Aug 2021 (co-panelists: Don Hambrick, Jim Westphal, Ruth Aguilera, Margarethe Wiersema; organizers: Mike Hitt, Irene Duhaime, Marjorie Lyles)
5. Keynote Speaker, "Venture Governance," Corporate Governance Special Interest Group, European Academy of Management (EURAM), June 2021
6. Keynote Speaker: Forum on Case-Based and Qualitative Research in Business Administration, Renmin University, China. Nov 8, 2020 (other keynote speakers: Kathy Eisenhardt, Quy Huy, Mike Pratt, Melissa Graebner)
7. Faculty Panelist and Mentor, Annual Doctoral Consortium, Strategic Management Society Annual Meeting, London, Oct 2020
8. Faculty Panelist and Mentor, Early Career Development Consortium for Junior Faculty, Entrepreneurship Division, Academy of Management, Aug 2020
9. Sam Garg, "Fostering a Positive CEO-Board Relationship Cycle in New Ventures," University of Auckland, New Zealand June 4, 2020
10. Panelist, "Job Market around the World: Opportunities, Hiring, Research and Teaching," Thursdays with OMT, OMT Division, Academy of Management, June 4, 2020

11. Sam Garg, "CEO-Board Relationship and Board Undervaluation", Inaugural Interdisciplinary Research Seminar Series, HKUST Business School, April 2020
12. Sam Garg, "CEO-Board Relationship Cycles in New Ventures," West Coast Research Symposium, Stanford University, September 2019
13. Speaker and Faculty Mentor, Doctoral Consortium, Strategy Division, Academy of Management, Boston, August 2019
14. Faculty Panelist and Mentor, Doctoral Consortium, Technology and Innovation Management, Academy of Management, Boston, August 2019
15. Speaker and Faculty Mentor, Summer Strategy Workshop, Shanghai University of Finance and Economics, Shanghai, July 2019
16. Garg, Sam, Qiang Li and Jason Shaw, "Scaling up Entrepreneurial Firms: Board Evolution and Firm Performance," AOM Specialized Conference on "From Start-up to Scale-up," Israel, December 2018 (withdrawn)
17. Faculty Mentor, Doctoral Consortium, International Corporate Governance Society Conference, Fudan University, Shanghai, October 2018
18. Garg, Sam, Qiang Li and Jason Shaw, "Scaling up Entrepreneurial Firms: Board Evolution and Firm Performance," West Coast Research Symposium, University of Washington, Seattle, September 2018
19. Garg, Sam, Qiang Li and Jason Shaw, "Scaling up Entrepreneurial Firms: Board Evolution and Firm Performance," INSEAD Doriot Entrepreneurship Conference, France, August 2018
20. Garg, Sam, Qiang Li and Jason Shaw, "Director Undervaluation, Board Evolution, and Firm Performance," Academy of Management, Chicago, August 2018
21. Panelist, Junior Faculty Consortium, International Association for Chinese Management Research, Wuhan China, June 2018
22. Panelist, Doctoral Consortium, International Association for Chinese Management Research, Wuhan China, June 2018
23. Garg, Sam, Qiang Li and Jason Shaw, "Director Undervaluation, Board Evolution, and Firm Performance," University of Hong Kong, May 2018
24. Garg, Sam, Qiang Li and Jason Shaw, "Director Undervaluation, Board Evolution, and Firm Performance," INSEAD Singapore, December 2017
25. Garg, Sam, Qiang Li and Jason Shaw, "Board and Firm Evolution (Decline) After the IPO," Chinese University of Hong Kong, Hong Kong, November 2017
26. Garg, Sam, Qiang Li and Jason Shaw, "Undervaluation of Directors in the Board Hierarchy: Impact on Turnover of Directors (and the CEO) in Newly Public Firms," Strategic Management Society Annual Conference, Houston, October 2017
27. Garg, Sam, Qiang Li and Jason Shaw, "Board and Firm Evolution (Decline) After the IPO," Polytechnic University, Hong Kong, October 2017
28. Garg, Sam, Qiang Li and Jason Shaw, "Board and Firm Evolution (Decline) After the IPO," Renmin University, Beijing, China, September 2017
29. Garg, Sam, "Governance in Innovation of Entrepreneurial Firms," Symposium Speaker, Academy of Management, Atlanta, August 2017 (*withdrawn due to medical reasons*)
30. Garg, Sam, Qiang Li and Hanny Kusnadi, "New Ways of Seeing Board Monitoring," Academy of Management Journal Workshop, Hong Kong, June 2017

31. Garg, Sam, Qiang Li and Jason Shaw, "Board Evolution," INSEAD Behavioral Corporate Governance Conference, France, June 2017
32. Garg, Sam, Qiang Li and Jason Shaw, "Board Evolution," CEIBS Shanghai, China, May 2017
33. Garg, Sam and Kathleen Eisenhardt, "Unpacking the CEO-Board Relationship: How Strategy-Making Happens in Entrepreneurial Firms," Strategic Management Society Special Conference, Hong Kong, December 2016
34. Garg Sam, Mike Howard and Emily Pahnke, "Venture Boards: Impact on Firm Innovation," Strategic Management Society Special Conference, Hong Kong, December 2016
35. Mentor, Doctoral Student Workshop, Strategic Management Society Special Conference, Hong Kong, December 2016
36. Garg, Sam, "Multiple Case Study Method: Building a New Theory and a New Research Program," 10th Conference on Qualitative Research Methods, Renmin University, Beijing, China, November 2016
37. Garg, Sam and Qiang Li, "Board Leadership and CEO Departures in Entrepreneurial Firms," Academy of Management, Anaheim, August 2016
38. Garg Sam, Mike Howard and Emily Cox-Pahnke, "Venture Board: The Impact of CVC-Directors on Multiple Strategic Domains," Academy of Management, Anaheim, August 2016
39. Qiang Li and Sam Garg, "Mis-assignment of Board Leadership Positions at IPO and Firm Performance," Academy of Management, Anaheim, August 2016
40. Garg Sam, Emily Cox-Pahnke and Mike Howard, "Inside Job: The Impact of CVC-Directors on Multiple Strategic Domains," West Coast Research Symposium, University of Washington Seattle, September 2015
41. Garg, Sam and Qiang Li, "Disaffected Directors: Directors' Status Discount and CEO Departure," Hong Kong Macro Research Consortium, HKUST, August 2015
42. Garg, Sam and Qiang Li, "Director Exit in Newly Public Firms," Academy of Management, Vancouver, August 2015
43. Chairperson, OMT session "Issues in Corporate Governance: Auditing, Incentives and Earnings Management," Academy of Management, Vancouver, August 2015
44. Garg, Sam and Qiang Li, "Director Exit in Newly Public Firms," Inaugural Asian Management Research Conference, INSEAD Singapore, March 2015
45. Garg, Sam and Kathleen Eisenhardt, "Unpacking the CEO-Board Relationship in Entrepreneurial Firms," Inaugural Macro Meets Micro Conference, Arizona State University, Arizona, February 2015
46. Garg, Sam and Kathleen Eisenhardt, "Unpacking the CEO-Board Relationship: CEO'S Perspective on Board-Level Strategic Decision Making," Sun-Yat Sen University, Guangzhou, China, November 2014
47. Garg, Sam and Kathleen Eisenhardt, "Multiple Case Study Research Method," Sun-Yat Sen University, Guangzhou, China, November 2014
48. Garg, Sam and Kathleen Eisenhardt, "Unpacking the CEO-Board Relationship: CEO'S Perspective on Board-Level Strategic Decision Making," University of Michigan, Ann Arbor, October 2014
49. Garg, Sam and Qiang Li, "Director Exit in Newly Public Firms," West Coast Research Symposium, University of Washington, Seattle, September 2014
50. Garg, Sam and Qiang Li, "Director Exit in Newly Public Firms,"
 - a. HKUST, August 2014,
 - b. ESSEC (Singapore Campus), July 2014
 - c. HKUST Strategy & Entrepreneurship Brownbag seminar series, June 2014

51. Garg, Sam and Kathleen Eisenhardt, "Unpacking the CEO-Board Relationship: CEO'S Perspective on Board-Level Strategic Decision Making," SMS Tel Aviv, March 2014 (withdrawn as authors were unable to travel)
52. Garg, Sam and Kathleen Eisenhardt, "Multiple Case Study Research Method," PDW instructor- 6th Conference on Qualitative Research Methods, Renmin University, Beijing, China, November 2013, 2012.
53. Chairperson, OMT session on Stakeholder pressure & Corporate governance, Academy of Management, Orlando, FL, August, 2013
54. Discussant, ENT session on Integrative/Interaction Model in Entrepreneurship Theory Building, Orlando, FL, August, 2013
55. Participant, OMT Junior Faculty Consortium, Orlando, FL, August, 2013
56. Garg, Sam and Kathleen Eisenhardt, "Board-level Strategic Decision Making: The CEO's Perspective"
 - a. West Coast Research Symposium, University of Washington, Seattle, September 2013
 - b. OMT-ASQ conference, INSEAD Singapore, January 2013
 - c. Tsinghua University, Beijing, China, November 2012
 - d. 6th Hong Kong Macro Research Consortium, Hong Kong, October 2012
 - e. Singapore Management University, Singapore, August 2012
57. PDW co-instructor (with Profs. Andrew Van De Ven and Chen Chao) "Theory Building Methods," International Association of Chinese Management Research 10th Anniversary Conference, Hong Kong, June 2012
58. Garg, Sam, "Board-level Strategic Decision Making: The CEO's Perspective," Academy of Management, Boston, MA, August 2012. Earlier versions were invited at Stanford, HKUST, Kellogg, Wharton, Harvard Business School (Organizational Behavior), Harvard Business School (Entrepreneurial Management), London Business School, ESSEC, Nanyang Technological University, and University of Texas at Austin
59. Furr, Nathan, Fabrice Cavarretta and Sam Garg, "The Dangers of Deep Knowledge: New Ventures in the U.S. Solar Industry"
 - a. Academy of Management, San Antonio, TX, August 2011
 - b. West Coast Research Symposium on Technology Entrepreneurship, Seattle, WA, September 2011
 - c. Smith Entrepreneurship Research Conference, College Park, MD, April 2011
60. Doctoral Consortium, Business Policy and Strategy Division, Academy of Management, Montreal, Canada, August 2010
61. Doctoral Consortium, Smith Entrepreneurship Research Conference, University of Maryland, College Park, MD, April 2010
62. Doctoral Consortium, Organization and Management Theory, Academy of Management, Chicago, IL, August 2009
63. Garg, Sam, "The Role of Cognition in Organizational Adaptation," Academy of Management, Anaheim, CA, August 2008
64. Doctoral Consortium, West Coast Research Symposium on Technology Entrepreneurship, Stanford University, Stanford, CA, September 2008
65. "Cognition in the Rough" Workshop, Managerial and Organizational Cognition, Academy of Management, Philadelphia, PA, August 2007
66. Doctoral Consortium, Technology and Innovation Management Division, Academy of Management, Philadelphia, PA, August 2007

67. Doctoral Consortium, West Coast Research Symposium on Technology Entrepreneurship, University of Washington, Seattle, WA, September 2007
68. Complex Systems Summer School, Santa Fe Institute, Santa Fe, NM, June 2006
69. De Meyer, Arnoud and Sam Garg, "What Makes Implementation of Innovation Different in Asia"
 - a. 12th International Product Development Conference, Copenhagen Business School, Denmark, June 2005.
 - b. Brown Bag Seminar, INSEAD, Singapore, October 2004
 - c. Innovation and Intellectual Property: Economic and Managerial Perspectives Conference, INSEAD, Singapore, July 2004
 - d. Emerging Technologies in Asia Conference, Singapore Management University, Singapore, November 2003

TEACHING

HKUST

Undergraduate:

Business Ethics and Social Responsibility (Core/Required; 2021-)
 Entrepreneurship and Innovation (New elective; 2019-)
 Entrepreneurship and Small Business Studies (Elective; 2012-2019)

Masters in Fintech:

Entrepreneurship and Innovation in Fintech (New elective; 2020)

MBA:

Entrepreneurship: From Founding to Exit (New MBA Elective; Spring 2016-18)

Kellogg-HKUST EMBA:

Workshop on CEO-Board Relationship (Dec 2020)
 Guest Lecture on issues in Venture Boards (2014)

HKUST Bilingual EMBA:

Guest Lecture on CEO-Board Relationship (Feb 2021)

Doctorate of Business Administration:

Qualitative Methods (New core course; 2022)
 Showcase class (Jan 2021)

PHD:

Strategic Management Research (Guest Lecture 2018)
 Research Methods in Organizations (Guest Lecture 2013-16)

Executive Education:

Open-enrolment: Digital Transformation: Strategy, Change and Technology

Customized Programs: Digitally-enabled business innovation; corporate entrepreneurship
 (China Construction Bank of China; Hana Bank of South Korea)

I am experienced in executive teaching with both simultaneous and sequential interpretation, including over Zoom.

I have received several letters of commendation for teaching excellence by the Dean, and have been a finalist for the school-wide Franklin Teaching Award. My teaching innovations have been covered in several media outlets including the South China Morning Post and HKUST Business School magazine.

Stanford

Strategy in Technology-based Companies (graduate course; Teaching Assistant for Profs. Kathy Eisenhardt and Riitta Katila in 2006, 2007)

Organizations: Theory and Management (undergraduate course; Teaching Assistant for Prof. Kathy Eisenhardt in 2008, 2010)

Technology Ventures (undergraduate course; Teaching Assistant for Prof. Chuck Eesley in 2010)

INSEAD

Making of Strategy (MBA course; Teaching Assistant for Prof. Gabriel Szulanski in 2004)

SERVICE

Editorial Boards/ Reviewing Activities

- Associate Editor, Strategic Entrepreneurship Journal, 2021 -
- Editorial Board Member, Academy of Management Journal, 2017 -
- Editorial Board Member, Strategic Entrepreneurship Journal, 2018 -
- Editorial Board Member, Corporate Governance: An International Review, 2019 -

I am a frequent reviewer for key academic journals and conferences, including Strategic Management Journal, Organization Science, Administrative Science Quarterly, Journal of Business Venturing, Journal of Management Studies, Management and Organizations Review, Academy of Management Meetings, and Strategic Management Society Meetings.

Profession

- Elected Representative-at-large, Entrepreneurship & Strategy Interest Group, Strategic Management Society, 2020-2021
- Division Research Committee (Organization & Management Theory Division), Academy of Management, 2019-
- Track Chair (Strategy Division), Academy of Management Annual Conference, Chicago, 2018
- Local Committee Member, Inaugural Management and Organization Review (MOR) Research Frontiers Conference, Hong Kong, 2014

I have delivered keynotes on the multiple case-study method, board process, and venture governance. I also frequently serve as mentor/panelist/ speaker in several consortia for junior faculty and doctoral students in many key conferences in the US, Asia and Europe.

University/School/ Department

HKUST

University

- Co-Director, BIBU (Biotech in Business), an elite undergraduate program jointly offered by the schools of Business and Science, 2021-
- Elected Executive Committee Member, Institute of Emerging Markets, 2021-
- Advisor, The HKUST Entrepreneurship Fund, 2020-
- Member, Faculty Search and Substantiation Committee, Innovation, Policy, and Entrepreneurship thrust area (Society Hub), HKUST Guangzhou Campus, 2020-21
- Founding Executive Committee Member, Institute of Emerging Market Studies, 2012-2015

Business School

- Interviewer, Doctorate of Business Administration, 2021
- Selection Board - Guest Member, Sir Edward Youde Memorial Fellowships / Scholarships, 2018-2020
- JUPAS Interviewer, Biotech in Business, 2019
- Member, Selection Committee for the position of Head, Department of Management, 2015-2016
- Member, Steering Committee for developing the inter-disciplinary Minor in Entrepreneurship, 2012

Department

- Co-chair, PhD committee, 2020 -
- Member, Faculty Substantiation and Promotion Committee, 2019 -
- Member, Merit Review Committee, 2019 -
- Member, Executive Committee, 2019 -
- Mentor, Junior Faculty Member, 2020 -
- Member, Faculty Recruitment Committee, 2012-2018; 2020
- Member, Research Committee, 2020 -21
- Grant Coordinator, Research Grants Council, 2020

- Member, PhD Committee, 2018-2020
- Co-chair, Research and Seminars committee, 2013-2018
- Member, Social Committee, 2011-2012

Stanford University

University

- Member, Stanford Board of Trustees Committee on Development, 2008. The committee oversaw all of Stanford's fund-raising efforts, including its then US\$4.3 billion campaign.
- Member, University Committee on Research, 2006. The committee oversaw research policies at Stanford University.

Department

- Lead student organizer, Research Seminar Series at Stanford Technology Ventures Program.
- Lead student organizer, Doctoral Consortium, West Coast Research Symposium on Technology Entrepreneurship, 2008.

Student Mentoring and Supervision

PhD Committee: CJ Rhee (chair); Anran Li (2021; first placement NEOMA, France); Gary Ge (2017; first placement University of Gronigen, Netherlands); Yijin Wu (2014; joined the industry)

MPhil Committee: CJ Rhee (chair); Qiao Xinhao Jamie (graduated in 2019; moved on to HKUST PhD); Elina Muceniece (graduated in 2017 from Mphil, Technology Leadership and Entrepreneurship Program, HKUST School of Engineering; founded a technology startup), Anran Li (graduated in 2017; joined PhD program in Strategy, HKUST), Tian Yuan (graduated in 2014 from MPhil, HKUST Social Sciences; joined PhD program in MOR, Kellogg School of Management), Cronin Wang (graduated in 2014; joined PhD program in Strategy, HKUST)

MBA International Business Plan Competition: Aymeric de Beaugrenier, Anna Molero, Magda Piesecka (2012)

Undergraduate Research Opportunity Program: Catalina Leung (two semesters in 2012); Jiangnan Shi (2015)

Undergraduate Global Business Final Year Research Thesis: Charles Gou (2012)

INDUSTRY AND COMMUNITY INVOLVEMENT

Board and Related Appointments

2021 – current: Member, Academic Advisory Board a.k.a. Steward Discussion Circle @Temasek's think-tank Stewardship Asia Center, Singapore

2020 – 2021: Advisor, Night City, Hong Kong (student startup)

2018 – 2020: Board of Advisors, Attrace (blockchain-based digital affiliate marketing network), The Netherlands

2016 – 2017: Board of Advisors, CoRidr (instant private carpooling startup), India

2015 – 2017: Board of Directors, The Rotary Club of Kowloon, the second oldest rotary club in Hong Kong

2012 – 2015: Board of Advisors, SEEDS (online education startup), India

2008: Stanford University Board of Trustees, Committee on Development, USA

Invited Public Speaking Engagements

2020, Sep 26: Keynote, Prosnav Holdings Biennial Investment Summit, China

2020, Jun 9: Panelist and Circle Mentor, The Women Entrepreneurs Network, Hong Kong

2019, Dec 3: Panel Chair, Scaling Startups, India-China Entrepreneurship Exchange, Asia Society, Hong Kong

2019, Nov 8: Keynote Speaker, Deloitte Technology Rising Stars Program, Hong Kong Stock Exchange, Hong Kong

2018, Nov 21: Workshop Chair, India-China Entrepreneurship Exchange, Asia Society, Hong Kong

2018, May 31: Keynote Speaker on startup boards, Investor Forum @ Start.IT Asia, an annual event organized by the Italian Chamber of Commerce to bring the best Italian startups to Asia, Hong Kong.

2018, Mar, 14: BizInsight Speaker on Entrepreneurship and Governance, HKUST Central Campus, Hong Kong

2017, Nov 22: Workshop leader on the topic of Critical Relationship Issues in Entrepreneurial Firms, Asia Society, Hong Kong

2017, Jun 10: Featured speaker and session chair for a scholar-practitioner session on board process, INSEAD Behavioral Corporate Governance Conference, France (*withdrawn due to medical reasons*)

2017, May 4: Workshop leader for the 12 finalist teams for the HKUST One Million Dollar Entrepreneurship Competition, Hong Kong

2016, Jun 8: Keynote Speaker, Financial Times “Better Boards Breakfast Seminar,” Hong Kong

2015, Nov 6: Moderator, Investor Forum, The IndUS Entrepreneurs (TiE), Hong Kong

2015, Oct 8: Keynote Speaker, Chinese Entrepreneurship Network, HKUST, Hong Kong

2014, Jan 16: Luncheon speaker on Hong Kong vs. Silicon Valley, The Rotary Club of Kowloon, Hong Kong

2013, Apr 19 Panelist, CoCoon Annual Startup Exchange Conference, Hong Kong

OTHER WORK EXPERIENCE

- Research Associate, INSEAD, Singapore and France (2001-2005)
- Founder and CEO, NetXylem Pte Ltd - secure internet payments platform, Singapore (2000-2001)
- Strategy Intern, Atos Origin, Singapore (1999-2000)

REFERENCES

Available upon request