

Xu(Leo) YAN

Ph.D. Candidate
Department of Management
School of Business and Management
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EDUCATION

HKUST

Ph.D. in Management, at present
Mphil in Management, June 2022

Nankai University

M.A. in Management, June 2020
B.A. in Management, June 2018

McGill University

Summer Visiting, July 2016

RESEARCH INTERESTS

Emerging economies, International business, ESG, Entrepreneurship

PUBLICATIONS

Deng S, Cui L, Gu C, **Yan X**. 2021. Entrepreneurs' Goal Orientation and Effectuation: A Moderated Mediation Model. *R&D Management*. (CSSCI)

Cui L, **Yan X***, Zhang Y. 2020. The Impact of Psychological Factors on Entrepreneurs' Decision Logics: A Fuzzy-Set Qualitative Comparative Analysis. *Science of Science and Management of S.&T.* 41(09): 123-135.(CSSCI)

Cui L, **Yan X***, Zhang Y. 2020. Research on the forming mechanism of entrepreneurs' decision-making logic: A Comparison of Entrepreneurial Behavior between China and USA. *Studies in Science of Science*. 39(06): 1094-1102(CSSCI)

Deng S, Cui L, **Yan X**. 2020. Research on the Relationship among Entrepreneurial Passion, Regulatory Mode and Effectuation. *Chinese journal of management*.17(06): 871-880. (CSSCI)

Zou Y, Cui L, **Yan X**. 2019. The Formation Mechanism of Entrepreneurs' Effectuation Logic: Mediating Effect of Self-Efficacy. *Science Research Management*. 40(07): 224-234. (CSSCI)

Cui L, Zhang Y, **Yan X***. 2019. Does Passion Lead to Better Performance? A Research on the Mechanism of Entrepreneurial Passion on the Performance of New Ventures. *Foreign Economies and Management*. 41(08): 17-28. (CSSCI)

SELECTED RESEARCH IN PROGRESS

Yan X, Li J. State Media as Political Signals: How State Media Sentiment Influences Firms' Strategic Change.

Cui L, **Yan X**. Configurations for Effectuation: Perspective of Hierarchical Goal Framework.

Hou W, **Yan X**. Reversed Spillover Effect of MNE's ESG incidents.

CONFERENCE PRESENTATIONS

October 2022. Dubai. *AMRC 2022 Conference*. **Yan X**, Li J. State Media Coverage and Firms' Reaction: How State Media Sentiment Influences Firms' Strategic Change.

November 2019. Berlin. *2019 Effectuation Conference*. Cui L, Deng S, Zhang Y, **Yan X**. An Exploratory Research on the Relationship among Goal Orientation, Delay of Gratification and

Effectuation.

April 2019. Tianjin. *15th International Conference on Management Frontiers and New Horizons*. Cui L, Deng S, **Yan X**. Exploratory Research on the Relationship among Entrepreneurial Passion, Regulatory Mode and Effectuation.

TEACHING EXPERIENCES

Nankai University

- Teaching Assistant. Service Management. Spring 2019
- Instructor: Kun YANG

HKUST

- Project Advisor. International Management. Fall 2022
- Instructor: Pavel ZHELYAZKOV

SELECTED AWARDS, GRANTS AND SCHOLARSHIPS

Outstanding Reviewer for AOM conference	2022
Asian Future Leadership Scholarship(BXAI Scholar), HKUST	2020-2022
Asian Research Center Grant(30,000 RMB), Nankai University	2018-2020
Excellent Graduation Thesis, Nankai University (M.A.)	2020
National Scholarship, Ministry of Education of the People's Republic of China	2019
Excellent Graduation Thesis, Nankai University (B.A.)	2018
Distinguished Graduates Award. Nankai University	2020
National College Students Innovation and Entrepreneurship Contest(Silver Award), Ministry of Education of the People's Republic of China	2016