Pavel Ivanov Zhelyazkov

Department of Management
Hong Kong University of Science and Technology
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Academic Employment

The Hong Kong University of Science and Technology
Dr. Chung Sze-Yuen Associate Professor of Business (April 2024-present)
Associate Professor of Management (July 2023-present)
Assistant Professor of Management (July 2015 – June 2023)

Education

Harvard University, Cambridge, MA
Ph.D., Organizational Behavior & Sociology, May 2015
M.A., Sociology, May 2012

Duke University, Durham, NC
B.S., Economics and Sociology; Summa Cum Laude with Distinction (Sociology), May 2006
Exchange program with Institut d'Etudes Politiques de Paris (Sciences Po), Spring 2005

Research

Peer-reviewed journal publications

1. Sytch, M., S. Roy, & P. I. Zhelyazkov (2026) "Reconceptualizing Network Change: Robustness and Resilience of Interorganizational Networks." ***Organization Science***, forthcoming

2. DeSantola, A., P. I. Zhelyazkov, & B. L. Hallen (2024). "Windows Versus Waves of Opportunity: How Reputation Alters Venture Capital Firms' Resource Mobilization." ***Strategic Management Journal*** 45(2): 301-332

3. DeSantola, A., R. Gulati, & P. I. Zhelyazkov (2023). "External Interfaces or Internal Processes? Market Positioning and Divergent Professionalization Paths in Young Ventures." ***Organization Science*** 34(1): 1-24

4. Zhelyazkov, P. I., & A. Tatarynowicz. (2021) "Marriage of Unequals? Investment Quality Heterogeneity, Market Heat and the Formation of Status-Asymmetric Ties in the Venture Capital Industry." ***Academy of Management Journal*** 64(2): 509-536.

5. Zhelyazkov, P. I. (2018) "Interactions and Interests: Collaboration Outcomes, Competitive Concerns, and the Limits to Triadic Closure." ***Administrative Science Quarterly*** 63(1): 210-247

6. Zhelyazkov, P. I. & R. Gulati (2016). "After the Break-Up: The Relational and Reputational Consequences of Withdrawals from Venture Capital Syndicates." ***Academy of Management Journal*** 59(1): 277-301

7. Gulati, R., F. Wohlgezogen & P. I. Zhelyazkov (2012). "The Two Facets of Collaboration: Cooperation and Coordination in Strategic Alliances." ***Academy of Management Annals*** 6(1): 531-583

Teaching Cases:

1. Zhelyazkov, P. I., J. Koc, & M. Ho. (2026) "Driving Entrepreneurial Transformation: Derek Chim's Mission to Reinvent Hong Kong's Innovation Landscape." HBSP Case ST165-PDF-ENG (case and teaching note)

Working papers

1. Liu, L., P. I. Zhelyazkov, & M. Sytch [Formation of distant ties] ***2nd Revision Invitation, Academy of Management Journal***

2. Liu, L. & P. I. Zhelyazkov [Contingent effects of status on penalties for deviance] ***2nd Revision Invitation, Journal of Management Studies***

3. Zhelyazkov, P. I., U. Ozmel & V. A. Assenova. "Quality Uncertainty and the Performance Benefits of Social Ties in Private Markets"

4. Zhelyazkov, P. I. & V. A. Assenova. "Invisible Webs: Professional Service Providers and Limited Partner Investment Behavior"

Invited talks, conference and seminar presentations

1. Liu, L. & Zhelyazkov, P. I. "Dynamic Costs (of Deviance): Status, Duration of Involvement, and Social Sanctions."
   - Presented at McGill University, August 2023
   - Presented at Zhejiang University, April 2024
   - Presented at Asian Management Research Consortium, April 2024
   - Presented at the Academy of Management Annual Meeting, Chicago, August 2024

2. Zhelyazkov, P. I., U. Ozmel & V. A. Assenova. "Quality Uncertainty and the Performance Benefits of Social Ties in Private Markets"
   - Presented at HKU, March 2022
   - Presented at Academy of Management Annual Meeting, Seattle. August 2022
   - Presented at Shanghai Jiaotong University, April 2024
   - Presented at Singapore Management University, April 2024

3. Zhelyazkov, P. I., U. Ozmel & V. A. Assenova. "Channel Redundancy and the Limits of the Performance Effects of Interfirm Ties"
   - Presented at the Academy of Management Annual Meeting, 2021

4. Desantola, A. & P. I. Zhelyazkov. "A Flight to Quality or Diamonds in the Rough: Breakout Successes, Higher-Status Endorsements, and Market Heat in Resource Acquisition"
   - Presented at the Strategy and Entrepreneurship Seminar, INSEAD Singapore, January 2020
   - Presented at the 2016 AoM Conference, Anaheim, CA

5. Torfason, M. & P. I. Zhelyazkov. "Safety Nets? Geographic Proximity, Social Ties and the Funding of Contentious Innovation"
   - Presented at the 2019 AoM Conference, Boston, MA

6. Zhelyazkov, P. I. & A. Tatarynowicz. "Marriage of Unequals? Investment Quality Heterogeneity, Market Heat and the Formation of Status-Asymmetric Ties in the Venture Capital Industry."
   - Presented at the 2019 AoM Conference, Boston, MA
   - Presented at the Hong Kong Junior Faculty Research Symposium, CUHK, May 2019
   - Presented at the Asian Management Research Consortium (AMRC), Hyderabad, April 2019

7. Feng, V., Lee, Y. G. & P. I. Zhelyazkov. "The Many Faces of Status: Audience Segmentation and Competing Effects on Pricing"
   - Presented at the 2018 AoM Conference, Chicago, IL

8. Zhelyazkov, P. I. "Interactions and Interests: Collaboration Outcomes, Competitive Concerns, and the Limits to Triadic Closure."
   - Asian Management Research Consortium (AMRC), Singapore, April 2016
   - Academy of Management Annual Meeting, Anaheim, CA, August 2016

9. Zhelyazkov, P. I. "Presence of a Tie or Content of the Tie? Venture Capital Syndication Networks and Limited Partner Investment Decisions."
   - Academy of Management Annual Meeting, Philadelphia, PA, August 2014
   - The Transatlantic Doctoral Conference, London, May 2014
   - Invited Talk, Management Dept., HKUST, Nov 2014
   - Invited Talk, Policy & Strategy Dept., NUS, Dec 2014
   - Invited Talk, Strategy Dept., Ross School of Business, University of Michigan, Dec 2014
   - Invited Talk, Management Dept., the Wharton School, University of Pennsylvania, Jan 2015
   - Invited Talk, Entrepreneurship Dept., IESE, Jan 2015

10. Zhelyazkov, P. I. and R. Gulati "After the Break-Up: The Relational and Reputational Consequences of Withdrawals from VC Syndicates."
    - Academy of Management Annual Meeting, Philadelphia, PA, August 2014

11. Zhelyazkov, P. I. and R. Gulati "Crime and Punishment: The Reputational Consequences of Withdrawals from VC Syndicates."
    - Academy of Management Annual Meeting, Orlando, FL, August 2013
    - The Transatlantic Doctoral Conference, London, May 2013

12. Zhelyazkov, P. I. "When Does the Glue of Social Ties Dissolve? Syndication Ties and Performance Cues in Withdrawals from Venture Capital Syndicates, 1985-2009."
    - Academy of Management Annual Meeting, Boston, MA, August 2012

13. Gulati, R., F. Wohlgezogen & P. I. Zhelyazkov. "Willing and Able: Cooperation and Coordination in Interorganizational Relationships."
    - Academy of Management Annual Meeting, San Antonio, TX, August 2011

Competitive grants

1. "The Performance Consequences of Indirect Relationships Between Limited Partners and VC Firms"
   - Hong Kong Research Grants Council, Early Career Scheme (2018-2021)
   - Sole Principal Investigator
   - HKD 316,236 total funding

2. "Organizational learning, social sanctions, and the development of cooperative norms"
   - Hong Kong Research Grants Council, General Research Fund (2025-2027)
   - Lisha Liu as Co-I
   - HKD 671,494 total funding

Teaching

The Hong Kong University of Science and Technology

1. MGMT 5983 – Introduction to Management (intensive summer class for the Master of International Management Program)
   - Summer 2024, Summer 2025, Summer 2026

2. MGMT 1110 – Introduction to Management
   - Fall 2020, Fall 2021, Fall 2022, Fall 2023, Fall 2024, Fall 2025

3. MGMT 4230 – International Management (elective for 3rd and 4th year undergraduates)
   - Fall 2019, Fall 2020, Fall 2021, Fall 2022, Fall 2023, Fall 2024

4. MGMT 4210 – Strategic Management (the capstone class for 3rd and 4th year undergraduates)
   - Spring 2016, Fall 2016, Fall 2017, Fall 2018, Fall 2019

Harvard University

5. Sociology 114 – Organizational Failures and Disasters (a sociology elective for advanced undergraduates)
   - Spring 2013 – teaching fellow for 2 discussion sections (~35 students)

Student mentorship

Undergraduate honors thesis supervision

1. Juliana BOYLE (2022)

M.Phil. Thesis Examination Committee member

2. Rakshatha GUBBIE SUPRABHAKUMAR (M. Phil., Management, 2023)
3. Xu YAN (M.Phil., Management, 2022)
4. Rui ZHANG (M. Phil., Management, 2021)
5. Qiaozhou ZHU (M. Phil., Management, 2021)
6. Changjoon RHEE (M. Phil., Management, 2020)
7. Emily YANG (M. Phil., Technology, Leadership and Entrepreneurship, 2017)

Ph. D. Thesis Committee member

8. Changjoon RHEE (Ph.D., Management, 2024)
9. Ziyi CHEN (Ph.D., Management, 2023)
10. Xinhao QIAO (Ph.D., Management, 2023)
11. Jieyu ZHOU (Ph.D., Management, 2017)

D.B.A. Supervisor

12. Renee DIJOUX SONG
13. Henry JIN

D.B.A. Thesis Committee member

14. Ravindran NAVARATNAM (D.B.A., 2023)

Honors

1. **Outstanding Reviewer Award,** Strategic Entrepreneurship Journal, 2025
2. **Dean's Recognition for Teaching Excellence**, HKUST, 2025
3. **Dr. Chung Sze-Yuen Chair of Business, HKUST** Business School, 2024-present
4. **Dean's Recognition for Teaching Excellence**, HKUST, 2023
5. **Star Faculty of the Year Award**, HKUST Business School, 2023
6. **Service Award**, OMT Division, Academy of Management, 2023
7. **Dean's Recognition for Teaching Excellence**, HKUST, 2020
8. **Outstanding Reviewer Award**, Academy of Management, ENT Division, 2020
9. **Finalist, Best Paper Award**, Academy of Management, OMT Division, 2013
10. **Outstanding Reviewer Award**, Academy of Management, BPS (now STR) Division, 2011
11. **Outstanding Reviewer Award**, Academy of Management, BPS (now STR) Division, 2010
12. **Distinction in Sociology** and the **Ida Harper Simpson Award** for undergraduate research, Duke University Department of Sociology, 2006
13. **Phi Beta Kappa**, Duke University, 2006

Professional Service (Editorial Activity)

Associate Editor, *Management Science* (2024-Present)

Associate Editor, *Strategic Management Journal* (2025-Present)

Editorial Review Board Member

1. *Strategic Entrepreneurship Journal* (2024-Present)
2. *Organization Science* (2023-present)
3. *Strategic Management Journal* (2022-2025)
4. *Academy of Management Journal* (2020-present)
5. *Administrative Science Quarterly* (2019-present)

Professional Service (PDWs and committees)

ASQ Paper Development Workshop Co-Chair and Panelist, January 2027

Conference track chair (Macro), Asian Management Research Consortium (hosted by HKUST, 2025)

TIM Dissertation Award Review Committee, TIM Division, Academy of Management (2024-present)

Research Committee Member, OMT Division, Academy of Management (2019-2023)

Professional Development Workshop (PDW) participation, Academy of Management

1. Junior Faculty Consortium Mentor and Panelist, OMT Division 2026
2. Junior Faculty Paper Development Workshop Mentor, OMT Division 2025
3. Junior Faculty Paper Development Workshop Mentor, STR Division 2025
4. Junior Faculty Paper Development Workshop Organizer, STR Division (2023 & 2024)

Departmental Service

1. **Associate Departmental Head**, Management Department (2025-present)
2. **Ph.D. Program Committee (Chairman 2024-present)**, Management Department, HKUST (member since 2020)
3. **Faculty Search & Appointment Committee Member (Chairman in 2023-2024)**, Management Department, HKUST (since 2017)
4. **Departmental Grant Applications Coordinator**, Management Department, HKUST (since 2021)
5. **Scholarly Seminars Committee Member (Chairman in 2022-2023)**, Management Department, HKUST (2018-2023)
6. **Departmental Chair Search Committee Member**, Management Department, HKUST (2017, 2023-2025)
7. **Social Committee Member**, Management Department, HKUST (2015-2018, 2019-2020).

School/University Service

1. **School Postgraduate Committee**, School of Business and Management, HKUST (2024-present).
2. **School Research Committee**, School of Business and Management, HKUST (2021-present).
3. **Steering Committee Member**, the Technology, Leadership & Entrepreneurship program, HKUST (2016-2017).
4. **Facilitator** for **Solve for X** – an HKUST-Google collaboration to identify and support "moonshot projects" with far-reaching potential (Nov 2015)

Other Work Experience

1. **McKinsey and Company, Montreal, QC, Canada.** *Business Analyst* (August 2006 – July 2009)
   - Served companies across multiple industries, such as asset management, banking, vehicle manufacturing, mining, oil & gas, healthcare, publishing. In the final year specialized in risk management for financial institutions (asset managers and banks).

2. **Analysis Group, Montreal, QC, Canada.** *Analyst Intern* (June 2005 – August 2005)
   - Performed statistical analysis for economic consulting in the pharmaceutical industry.

Languages

1. English (near native)
2. Bulgarian (native)
3. French (fluent)
4. German (advanced)