

Pavel Ivanov Zhelyazkov

Department of Management
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Academic Employment

The Hong Kong University of Science and Technology
Assistant Professor of Management (since July 2015)

Education

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

Duke University, Durham, NC
B.S., double major in Economics and Sociology; Summa Cum Laude, May 2006

Research

Peer-reviewed journal publications

Desantola, A., R. Gulati, & P. I. Zhelyazkov (In Press). "External Interfaces or Internal Processes? Market Positioning and Divergent Professionalization Paths in Young Ventures." *Organization Science*

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.

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

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

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

Refereed conference proceedings

Zhelyazkov, P. I., and R. Gulati (2013). “Crime and Punishment: The Reputational Consequences of Withdrawals from VC Syndicates.” In Leslie A. Toombs (Ed.), *Proceedings of the Eighteenth Annual Meeting of the Academy of Management (CD)*.

Best paper proceedings (top 10% of accepted papers at the conference)

Finalist, Best Paper Award of the Organizations and Management Theory division

Zhelyazkov, P. I. (2012). “When Does the Glue of Social Ties Dissolve? Syndication Ties and Performance Cues in Withdrawals from Venture Capital Syndicates, 1985-2009.” In Leslie A. Toombs (Ed.), *Proceedings of the Seventeenth Annual Meeting of the Academy of Management (CD)*.

Best paper proceedings (top 10% of accepted papers at the conference)

Ongoing projects

Desantola, A., P. I. Zhelyazkov, & B. Hallen. [VC Reputation and Fundraising] (blinded title)
Under review, *Strategic Management Journal*

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

In preparation for submission, *Strategic Management Journal*

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

In preparation for submission, *Strategic Management Journal*

Torfason, M., & P. I. Zhelyazkov. “Safety Nets? Geographic Proximity, Social Ties and the Funding of Contentious Innovation”

In preparation for submission, *Journal of Business Venturing*

Presented at the 2019 AoM Conference, Boston, MA

Assenova, V. A., & P. I. Zhelyazkov. “Professional Service Provider Ties and Venture Capital Performance”

Analysis in progress

Selected refereed conference presentations

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

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

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 2016 AoM Conference, Anaheim, CA

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

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

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

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

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

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

“The Performance Consequences of Indirect Relationships Between Limited Partners and VC Firms”

Hong Kong Research Grants Council, Early Career Scheme, Nov. 2018

Principal Investigator

HKD 316,236 total funding

Teaching

The Hong Kong University of Science and Technology

MGMT 1110 – Introduction to Management

Fall 2020

MGMT 4230 – International Management (elective for 3rd and 4th year undergraduates)

Fall 2019, Fall 2020

MGMT 4210 – Strategic Management (the required capstone class for 3rd and 4th year undergraduates)

Spring 2016, Fall 2016, Fall 2017, Fall 2018, Fall 2019

Harvard University

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

Student mentorship

Dissertation Committee member

Jieyu ZHOU (Ph.D., Management, 2017)

Thesis Examination Committee member

Emily YANG (M. Phil., Technology, Leadership and Entrepreneurship, 2017)

Changjoon RHEE (M. Phil., Management, 2020)

Qiaozhou ZHU (M. Phil., Management, 2021)

Rui ZHANG (M. Phil., Management, 2021)

Honors

- Outstanding Reviewer Award, Academy of Management ENT Division, 2020
- Best Paper Proceedings, Academy of Management OMT Division, 2012 & 2013
- Finalist, Best Paper Award, Academy of Management OMT Division, 2013
- Outstanding Reviewer Award, Academy of Management BPS Division, 2010 & 2011
- Distinction in Sociology and the Ida Harper Simpson Award for undergraduate research, 2006
- Phi Beta Kappa, 2006

Professional Service

Editorial Board Member

Administrative Science Quarterly (2019-present)

Academy of Management Journal (2020-present)

Ad Hoc Reviewer

Organization Science

Strategic Management Journal

Strategic Entrepreneurship Journal

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

University Service

PhD Student Committee Member, Management Department, HKUST (2020-ongoing).

Recruiting Committee Member, Management Department, HKUST (2017-2019).

Scholarly Seminars Committee Member, Management Department, HKUST (2018-ongoing)

Social Committee Member, Management Department, HKUST (2016-2017).

Steering Committee Member, the Technology, Leadership & Entrepreneurship program, HKUST (2016).

Facilitator for **Solve for X** – an HKUST-Google collaboration to identify and support “moonshot projects” with far-reaching potential (Nov 2015)

Other Work Experience

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).