

Xu (Leo) YAN

Ph.D. Candidate

Department of Management

HKUST Business School

The Hong Kong University of Science and Technology

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EDUCATION

The Hong Kong University of Science and Technology

Ph.D. in Management	2022-Now
M.Phil in Management	2020-2022
- Thesis Committee: Jiatao LI (Supervisor), Danqing WANG, Pavel ZHELYAZKOV	

Nankai University

M.A. in Management	2018-2020
B.A. in Management	2014-2018

McGill University

Summer Visiting	2016
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RESEARCH INTERESTS

MNEs' global strategy; Nationalism and deglobalization; Entrepreneurial decision making; Sports data.

RESEARCH IN PROGRESS

Executive Compensation Reform and State-Owned Enterprises' Responses. (with Jingyuan LI, Jiatao LI)

Nationalism and Cross-border Acquisitions. (with Lori YUE, Xinhao QIAO, Jiatao LI)

Regulatory Change and MNEs' Supply Chain Strategy. (with Taeung CHOI, Hang-Jun CHO)

Motivational Attributes of Effectuation. (with Lianguang CUI)

Terrorism and Peer Firms' Strategic Human Resources Management. (with Qi ZHU, Xinhao QIAO)

CONFERENCE PRESENTATIONS

Repair the House before It Rains: Spillover Effect of Terrorism on Employees' Well-being. (2024). *Strategic Management Society Annual Conference*. Istanbul.

Paradoxical Effect of Nationalism on Cross-border Acquisitions. (2024). *Academy of Management Annual Meetings*. Chicago.

Gender Differences of Entrepreneurial Well-being. (2024). *Academy of Management Annual Meetings*. Chicago.

Configurations for Effectuation: Perspective of Hierarchical Goal Framework. (2023). *QCA Conference of the Americas 2023*, Los Angeles.

State Media Coverage and Firms' Reaction: How State Media Sentiment Influences Firms' Strategic Change. (2022). *AMRC 2022 Conference*, Dubai.

An Exploratory Research on the Relationship among Goal Orientation, Delay of Gratification and Effectuation. (2019). *Effectuation Conference 2019*, Berlin.

Exploratory Research on the Relationship among Entrepreneurial Passion, Regulatory Mode and Effectuation. (2019). *15th International Conference on Management Frontiers and New Horizons*, Tianjin.

TEACHING EXPERIENCES

The Hong Kong University of Science and Technology

- Instructor. Introduction to Management. Summer 2023.
- Evaluation: 4.33/5

Nankai University

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

The Hong Kong University of Science and Technology

- Project Advisor. MGMT 4230 International Management. Fall 2022
- Instructor: Prof. Pavel ZHELIAZKOV

The Hong Kong University of Science and Technology

- Project Advisor. MGMT 4210 Corporate Strategy. Spring 2023
- Instructor: Prof. Yonghoon LEE

SELECTED AWARDS, GRANTS AND SCHOLARSHIPS

Outstanding Reviewer for AOM conference	2022
Postgraduate Studentship, HKUST	2020-2025
Asian Future Leadership Scholarship (BXAI Scholar), HKUST	2020-2022
Asian Research Center Grant (30,000 RMB), Nankai University	2018-2020