

## CURRICULUM VITAE

### **Qing Cao**

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School of Business, Management Department  
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#### ACADEMIC POSITION

University of Connecticut, School of Business  
Associate Professor  
Assistant Professor

2013-present  
2006-2013

#### EDUCATION

Ph.D. in Strategic Management  
University of Maryland, Robert H. Smith School of Business  
College Park, MD, USA

B.S. in International Business  
Shanghai Jiao Tong University, School of Management  
Shanghai, China

#### RESEARCH INTERESTS

Strategic entrepreneurship  
CEO and top management  
Managerial social capital  
Management in transitional economies

#### PUBLICATIONS

- Li, D., Wei, L-Q., Cao, Q., & Chen, D. Informal institutions, entrepreneurs' political participation, and venture internationalization. Forthcoming, *Journal of International Business Studies*.
- Cao, Q., Simsek, Z., & Jansen, J. 2015. CEO social capital and entrepreneurial orientation of the firm: Bonding and bridging effects. *Journal of Management*, 41: 1957-1981.
- Yamanoi, J., & Cao, Q. 2014. Competition and termination of alliances between asymmetric partners: The case of Japanese department stores. *Asia Pacific Journal of Management*, 31: 949-971.

- Qian, C., Cao, Q., & Takeuchi, R. 2013. Top management team functional diversity to organizational innovation in China: The moderating effects of environment. *Strategic Management Journal*, 34: 110-120.
- Jansen, J., Simsek, Z., & Cao, Q. 2012. Ambidexterity and performance in multi-unit contexts: Cross-level moderating effects of structural and resource attributes. *Strategic Management Journal*, 33: 1286-1303.
- Gedajlovic, E., Cao, Q., & Zhang, H. 2012. Corporate shareholdings and organizational ambidexterity in high-tech SMEs: Evidence from a transitional economy. *Journal of Business Venturing*, 27: 652-665.
- Zhang, X., Cao, Q., & Tjosvold, D. 2011. Linking transformational leadership and team performance: A conflict management approach. *Journal of Management Studies*, 48: 1586-1611.
- Cao, Q., Simsek, Z., & Zhang, H. 2010. Modeling the joint impact of the CEO and the TMT on organizational ambidexterity. *Journal of Management Studies*, 47: 1272-1296.
- Cao, Q., Gedajlovic, E., & Zhang, H. 2009. Unpacking ambidexterity: Dimensions, contingencies, and synergistic effects. *Organization Science*, 20: 781-796.
- Smith, K. G., & Cao, Q. 2007. An entrepreneurial perspective of firm-environment relationship. *Strategic Entrepreneurship Journal*, 1 (3-4): 329-344.
- Cao, Q., Maruping, L., & Takeuchi, R. 2006. Disentangling the effects of CEO turnover and succession on organizational capabilities: A social network perspective. *Organization Science*, 17: 563-576.
- Gupta, A. K., & Cao, Q. 2005. A strategic embeddedness analysis of global business teams: Directions for future research. In D. L. Shapiro, M. A. Von Glinow, & J. L. C. Cheng (Eds.), *Managing Multinational Teams: Global Perspectives*: 233-248. Oxford: Elsevier/JAI.

## **CONFERENCE PRESENTATIONS**

- Cao, X., Cao, Q., & Simsek, Z. Modeling the relationship between CEO stock ownership and at-IPO discretionary earnings management. Presented at the 78<sup>th</sup> Annual Meeting of Academy of Management, Chicago, IL, August 2018.
- Cao, X., Cao, Q., & Simsek, Z. Unpacking the relationship between CEO stock ownership and IPO firm survival. Presented at the 76<sup>th</sup> Annual Meeting of Academy of Management, Anaheim, CA, August 2016.
- Yang, H., & Cao, Q. Legitimacy, competition, and internationalization: Evidence from Chinese manufacturing firms, 1998-2007. Presented at the 74<sup>th</sup> Annual Meeting of Academy of Management, Philadelphia, PA, August 2014.

- Cao, Q., Wei, L-Q., & Chen, G. Private entrepreneurs' political participation and firm strategy making in China. Presented at the 73<sup>rd</sup> Annual Meeting of Academy of Management, Orlando, FL, August 2013.
- Yan., L., Wei, L-Q., & Cao, Q. The role of sole founders' characteristics in the creation of ambidexterity: Evidence from China. Presented at the 73<sup>rd</sup> Annual Meeting of Academy of Management, Orlando, FL, August 2013.
- Zang, J., Li, Y., & Cao, Q. Knowledge strategies, innovation ambidexterity, and competitive advantage: An integrative framework. Presented at the 73<sup>rd</sup> Annual Meeting of Academy of Management, Orlando, FL, August 2013.
- Cao, Q., & Yamanoi, J. Learning from exploratory alliances: Moderating effects of prior alliance experiences and TMT functional diversity. Presented at the 4<sup>th</sup> Biannual Meeting of International Association of Chinese Management Research, Shanghai, China, June 2010. *(Co-chair of the symposium: Competition and Cooperation in a Complex Environment)*
- Qian, C., Cao, Q., & Takeuchi, R. TMT diversity to organizational innovation: The moderating roles of environment. Presented at the 69<sup>th</sup> Annual Meeting of Academy of Management, Chicago, IL, August 2009.
- Cao, Q., Gedajlovic, E., & Zhang, H. Unpacking ambidexterity: Dimensions, contingencies, and synergistic effects. Presented at the 68<sup>th</sup> Annual Meeting of Academy of Management, Anaheim, PA, August 2008.
- Gedajlovic, E., Cao, Q., & Zhang, H. Disentangling the effect of ownership on organizational exploration and exploitation. Presented at the 3<sup>rd</sup> Biannual Meeting of International Association of Chinese Management Research, Guangzhou, China, June 2008.
- Cao, Q., & Gupta, A. Navigating through extreme asymmetry: Partnerships between entrepreneurial ventures and established firms. Presented at the 67<sup>th</sup> Annual Meeting of Academy of Management, Philadelphia, PA, August 2007.
- Cao, Q., & Zhang, H. The role of CEO social networks in ambidexterity of entrepreneurial firms. Presented at the 67<sup>th</sup> Annual Meeting of Academy of Management, Philadelphia, PA, August 2007.
- Cao, Q., & Dimov, D. Peeling the onion of new venture legitimacy: The nature of VC investors and partnering with an industry leader. Presented at the 27<sup>th</sup> Annual Meeting of Strategic Management Society, San Diego, CA, October, 2007.
- Cao, Q., & Yamanoi, J. Dancing with an elephant: A competitive dynamics perspective. Presented at the 27<sup>th</sup> Annual Meeting of Strategic Management Society, San Diago, CA, October, 2007.

- Cao, Q., Maruping, L., & Takeuchi, R. Disentangling the effects of CEO turnover and succession on organizational capabilities: A social network perspective. Presented at the 66<sup>th</sup> Annual Meeting of Academy of Management, Atlanta, GA, August 2006.
- Zhang, H., & Cao, Q. CEO's social embeddedness and R&D strategy of entrepreneurial firms in China. Presented at the 66<sup>th</sup> Annual Meeting of Academy of Management, Atlanta, GA, August 2006.
- Cao, Q. Exploration and exploitation: Synthesis and extension. Presented at the 25<sup>th</sup> Annual Meeting of Strategic Management Society, Orlando, FL, October, 2005.
- Gupta, A. K., & Cao, Q. Parent-subsidiary conflict within MNCs: An examination of antecedents and consequences. Presented at the 65<sup>th</sup> Annual Meeting of Academy of Management, Honolulu, HI, August 2005.
- Gupta, A. K., & Cao, Q. The strategic embeddedness of global business teams. Presented at the 47<sup>th</sup> Annual Meeting of Academy of International Business, Quebec City, Canada, July 2005.
- Cao, Q., & Jiang, L. Can the board effectively prevent illegal corporate behaviors? Beyond board independence. Presented at the 42<sup>nd</sup> Annual Meeting of Eastern Academy of Management, Springfield, MA, May 2005.
- Smith, K. G., Cao, Q., & Loftstrom, S. Dynamic capabilities and the process of structuration. Presented at the 24<sup>th</sup> Annual Meeting of Strategic Management Society, Puerto Rico, October 2004.
- Cao, Q. When is a business unit most likely to explore? Managerial aspirations and organizational contingencies. Presented at the 64<sup>th</sup> Annual Meeting of Academy of Management, New Orleans, LA, August 2003.
- Cao, Q. Subsidiary innovation in multinational corporations: An organizational justice perspective. Presented at the 63<sup>rd</sup> Annual Meeting of Academy of Management, Seattle, WA, August 2002.

#### **GRANTS AND SCHOLARLY AWARDS**

*Ackerman Scholar*, University of Connecticut Business School, 2013-2014

*Research Grant*, Connecticut Center for Entrepreneurship and Innovation (CCEI), 2008, 2009, 2011

*Research Grant*, Center for International Business Education and Research (CIBER), University of Connecticut, School of Business, 2007, 2010

*Best Macro Paper Silver Medal*, International Association of Chinese Management Research Meetings, 2008

*Best Paper 1<sup>st</sup> Runner-up*, Academy of International Business Meetings, 2005

*Best Reviewer Award*, Academy of International Business Meetings, 2005

*Best Reviewer Award*, Eastern Academy of Management Meetings, 2005

*Best Conference Paper Honorable Mention*, Strategic Management Society Meetings, 2004

*Top 15% Instructor Award*, University of Maryland, 2003

### **TEACHING EXPERIENCE**

*University of Connecticut:*

Undergraduate capstone MGMT 4900 “*Strategy, Policy, and Planning*”

Undergraduate MGMT 3225 “*International Business*”

Ph.D. MGMT 6204 “*International Business*”

PMBA MGMT 5640 “*International Business*”

*University of Maryland:*

Undergraduate capstone BMGT 495 “*Business Policy*”

### **DISSERTATION COMMITTEE SERVICES**

*Committee member:*

Grover, S. 2020. A bilateral perspective of acquisition premiums and post-acquisition performance.

Alrashdan, A. 2020. Three essays on alliance management and instability.

Cao, X. 2018. Examining the financial payoffs to prior entrepreneurial experience.

Ma, T. 2016. Message features that advance the cognitive and affective processing of fast food warnings.

Huval, N. 2012. A modularity view of alliance portfolios and organizational ambidexterity.

Yamanoi, J. 2011. Competition networks: The influence of relational and structural.

Chen, Z. 2010. No pain, No gain? A resource based model of work-to-family conflict and enrichment.

*Committee Co-chair:*

Prabhakar, S. 2012. Reaping the fruits of legitimacy: Effects of an entrepreneurial venture’s pre-IPO alliance portfolio in the market for IPOs.

### **PROFESSIONAL ASSOCIATIONS**

Academy of Management

Strategic Management Society

Academy of International Business

International Association of Chinese Management Research

## **PROFESSIONAL ACTIVITIES**

### *Ad hoc reviewer for journals:*

Academy of Management Journal  
Strategic Management Journal  
Organization Science  
Journal of Management Studies  
Strategic Entrepreneurship Journal  
Entrepreneurship Theory and Practice  
Management and Organization Review  
Asia Pacific Journal of Management

### *Ad hoc reviewer for conferences:*

Academy of Management Annual Meetings  
Strategic Management Society Annual Meetings  
Academy of International Business Annual Meetings  
Eastern Academy of Management Annual Meetings

*Program Coordinator* for Academy of Management Annual Meeting in Honolulu (2005)

*Professional Development Workshop (PDW) Coordinator* for Academy of Management Annual Meeting in New Orleans (2004)