

Curriculum Vitae

Zhi Huang

Department of Management

University of Kentucky

Lexington, KY, USA 40506

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Education

Boston College

Chestnut Hill, MA

Ph.D. Organizational Studies

M.S., Organizational Studies

University of Texas at Dallas

Richardson, TX

M.S., Organization and Strategy

Chongqing University

Chongqing, P.R. China

B.A., Economics

Research Interests

My primary areas of interests are strategy and organizational theory (both macro and micro). My research mainly investigates hierarchies, institutions, and networks in the contexts of markets, organizations, and work groups. My recent research also starts to investigate the role of motivations and emotions in strategic and organizational processes.

Academic Positions

Ashland Oil Endowed Associate Professor (2018-present)

University of Kentucky

Associate Professor (2017-present)

University of Kentucky

Assistant Professor (2014-2017)

University of Kentucky

Assistant Professor (2007-2014)

Hong Kong University of Science & Technology

Honors & Awards

Ashland Oil Endowment, University of Kentucky, 2018

Dean's Recognition of Excellent Teaching Performance, 2014, Hong Kong University of Science and Technology

Runner Up of OMT Best Published Paper Award for 2010, *Academy of Management*

The Best Published Paper Award for 2008, Human Relations

Doctoral Dissertation Fellowship for 2006-2007, Boston College

Journal Editorial Board Positions

Administrative Science Quarterly (2017-)

Journal of Management (2017-)

Research Grants

Research Excellence Grant: US\$7,500, Summer 2018-Summer 2019

DAG: principal investigator, HK\$100,000, Fall 2007-Fall 2010.

Referred Journal Publications

Ji, Junkang, Huang, Zhi, & Li, Qi. 2021, "Guilt and corporate philanthropy: The case of the epic privatization in China." *Academy of Management Journal*, 64: 1969-1995.

Halgin, Dan, Borgatti, Steve, & Huang, Zhi. 2019. "Prismatic effects of negative ties." *Social Networks*, 60: 26-33.

Walsh, Ian, Halgin, Dan, & Huang, Zhi. 2018. "Making old friends: Understanding the causes and consequences of maintaining former coworker relationships." *Academy of Management Discoveries*, 4(4): 410-428.

Huang, Zhi, Hong Zhu, & Daniel Brass. 2017. "Cross-border acquisitions and the asymmetric effect of power distance value difference on long-term post-acquisition performance." *Strategic Management Journal*, 38: 972-991.

Huang, Zhi, & Washington, Marvin. 2015. "Assimilation or contrast? Status inequality, judgment of product quality, and product choices in markets." *Organization Science*, 26: 1-18.

He, Jinyu*, & Huang, Zhi*. 2011. "The informal hierarchy of the board of directors and firm financial performance: Exploring a tacit structure guiding boardroom interactions." *Academy of Management Journal*, 54: 1119-1139. (*equal contribution)

Marquis, Christopher, & Huang, Zhi. 2010. "Acquisitions as exaptation: The legacy of founding institutions in the US commercial banking industry." *Academy of Management Journal*, 53: 1441-1473.

Marquis, Christopher, & Huang, Zhi. 2009. "The contingent nature of public policy and the growth of U.S. commercial banking." *Academy of Management Journal*, Vol. 52:1222-1246.

Bartunek, Jean, Huang, Zhi, & Walsh, Ian.* 2008. "The development of a process model of collective turnover." *Human Relations*, Vol. 61: 5-38. (The winner of the Best Paper Award in 2008, Human Relations) (*equal contribution)

Lin, Zhiang, Yang, Haibin, Arya, Bindu, Huang, Zhi, & Li, Dan. 2005. "Structural versus individual perspectives on the dynamics of group performance: Theoretical exploration and empirical investigation." *Journal of Management*, 31: 354-380.

Book Chapters

Marquis, Christopher, Huang, Zhi, & Almandoz, Juan. 2011. "Explaining the loss of community: Competing logics and institutional changes in the US banking industry." In Christopher Marquis and Michael Lounsbury (ed.), *Research in the Sociology of Organizations*, 33: 171-213.

Referred Conference Proceedings

Huang, Zhi, & Jieying Chen. 2016. "A betrayal-based explanation of partnership continuity in the aftermath of partner opportunism." *Academy of Management Best Paper Proceedings*. [OMT Division]

Huang, Zhi. 2006. "From chaos to order: The emergence of the status structure and its organizational consequences." *Academy of Management Best Paper Proceedings*. [OMT Division]

Huang, Zhi, & Borgatti, Stephen. 2006. "Organizational initial categorization: Imprinting and the mitigation of imprinting." *Academy of Management Best Paper Proceedings*. [OMT]

Papers under Review

Huang, Zhi, Shao, Shuai, Ji, Junkang, & Wang, Xiruo. "The loss of privilege? The announcement of financial misconduct, political ties, and investors' causal attribution" Under review at *Strategic Management Journal*.

Zhao, Xiwen, Huang, Zhi, & Halgin, Daniel. "Legalization processes and market reactions to businesses: The case of company LGBT inclusion and the legalization of same-sex marriage." Under review at *Organization Science*.

Working Papers

Huang, Zhi, Wang, Xiruo, Chen, Jieying, & Guo, Suifang. "When love turns into hate: Strong relationship, betrayal, and partnership continuity."

Huang, Zhi, & Guo, Suifang. "A categorical view of firms' reactions to popular rankings: Rank categories and rank-oriented investments induced by category boundaries."

Huang, Zhi, Chi, Wei, Wu, Rui, & Wang, Xiruo. "Status inequality and executive turnover."

Working in Progress

Huang, Zhi, Wang, Xiruo, & Halgin, Daniel. "Promotion speed, desire to prove, and risk taking."

Huang, Zhi, Guo, Suifang, & Shao, Xiaoshuai. "High-status penalties for innovation imitation: Stock market reactions to patent infringement litigations in the semiconductor industry."

Referred Conference Presentations

Zhao, Xiwen, Huang, Zhi, & Halgin, Daniel. "Legalization processes and market reactions to businesses: The case of company LGBT inclusion and the legalization of same-sex marriage." *The 83rd Annual Meeting of the Academy of Management*, August 2023.

Zhao, X., Huang, Z., & Halgin, D. Firm LGBT-friendliness and Investor Reaction to the Pulse Nightclub Shooting. *The 82nd Annual Meeting of the Academy of Management*, August 2022.

Huang, Zhi, & Zhao, Xiwen. On Name Distinctiveness and Stock Market Performance. *The 82nd Annual Meeting of the Academy of Management*, August 2022.

Zhao, Xiwen, Huang, Zhi, & Halgin, Daniel. Firm LGBT-friendliness and Investor Reaction to the Pulse Nightclub Shooting. *The 41st Strategic Management Society Conference Virtual*, September 2021.

Zhao, Xiwen, Huang, Zhi, & Halgin, Daniel. Firm LGBT-friendliness and Investor Reaction to the Pulse Nightclub Shooting. *MOC Division Cognition in Rough PDW, 81st Annual Meeting of the Academy of Management*, August 2021.

Shen, Xirong, & Huang, Zhi. "Status seeking and boundary breaking: Why middle status universities commercialize less in China." Presented at the International Association for Chinese Management Research in Wuhan, Hubei, China, June 2018.

Huang, Zhi, Chi, Wei, Wu, Rui, & Wang, Xiruo. "Quest for status: TMT status hierarchy, status inequality, and executive turnovers." Presented at the International Association for Chinese Management Research in Wuhan, Hubei, China, June 2018.

Huang, Zhi, Chi, Wei, Wu, Rui, & Wang, Xiruo. "Quest for status: TMT status hierarchy, status inequality, and executive turnovers." Presented at the Academy of Management annual meeting in Chicago, Illinois, USA, August 2018.

Huang, Zhi, Chi, Wei, Wu, Rui, & Wang, Xiruo. "What is beautiful is always good?" Presented at the Academy of Management annual meeting in Atlanta, Georgia, USA, August 2017.

Huang, Zhi, & Ajit, Tejaswi. "Imprints from CEO's early experience of macro acquisition activity and subsequent propensity to acquire." Presented at the Midwest Academy of Management annual meeting in Chicago, Illinois, USA, October 2017.

Huang, Zhi, & Ajit, Tejaswi. "Imprints from CEO's early experience of macro acquisition activity and subsequent propensity to acquire." Presented at the Academy of Management annual meeting in Atlanta, Georgia, USA, August 2017.

Huang, Zhi, & Chen, Jieying. "A betrayal-based explanation of partnership continuity in the aftermath of partner opportunism." Presented at the Midwest Academy of Management annual meeting in Fargo, North Dakota, USA, October 2016.

Huang, Zhi, & Zhu, Hong. "Cross-border acquisitions and the asymmetric effect of power distance value difference on long-term post-acquisition performance." Presented at the Midwest Academy of Management annual meeting in Fargo, North Dakota, USA, October 2016.

Huang, Zhi, & Chen, Jieying. "A betrayal-based explanation of partnership continuity in the aftermath of partner opportunism." Presented at the Academy of Management annual meeting in Anaheim, California, USA, August, 2016.

- Huang, Zhi, & Zhu, Hong. "Cross-border acquisitions and the asymmetric effect of power distance value difference on long-term post-acquisition performance." Presented at the Academy of Management annual meeting in Anaheim, California, USA, August 2016.
- Walsh, Ian*, & Huang, Zhi*, Halgin, Daniel. "Work friends for ever? Explaining employees' tendency to maintain relationships with former coworkers." Presented at the Academy of Management annual meeting in Philadelphia, Pennsylvania, USA, August 2014.
- Huang, Zhi, & Marquis, Christopher. "Institutional contingencies, Organizational Status, and the Adoption of New Practices." Presented at the Academy of Management annual meeting in Orlando, Florida, USA, August 2013.
- He, Jinyu, & Huang, Zhi. "CEO social status and firm risk taking." Presented at the Academy of Management annual meeting in Chicago, Illinois, USA, 2009.
- Huang, Zhi. "Relational coherence, relational continuity, and identity clarity." Presented at the Academy of Management annual meeting, Los Angeles, California, USA, August 2008.
- Huang, Zhi, & Borgatti, Stephen. "The status-contingency value of interorganizational relations: An identity-based explanation." Presented at the American Sociological Association annual meeting in New York City, New York, USA, August 2007.
- Marquis, Christopher, & Zhi Huang. "External Environments and Bank Growth in the Twentieth Century United States." Presented at the American Sociological Association annual meeting in New York City, New York, USA, August 2007.
- Huang, Zhi, & Borgatti, Stephen. "The status-contingency value of interorganizational relations: An identity-based explanation." Presented at the Academy of Management annual meeting, Philadelphia, Pennsylvania, USA, August 2007.
- Huang, Zhi. "From chaos to order: The emergence of the status structure and its organizational consequences." Presented at the Academy of Management annual meeting, Atlanta, Georgia, USA, August 2006.
- Huang, Zhi, & Borgatti, Stephen. "Initial organizational categorization: Imprinting and the mitigation of imprinting." Presented the Academy of Management annual meeting, Atlanta, Georgia, USA, August 2006.
- Huang, Zhi. "The status structure and competing in the domain of institutions." Presented at the Academy of Management annual meeting, Honolulu, Hawaii, USA, August 2005.

Huang, Zhi. "The dynamics of the multi-level status structure and patterns of organizational mobility." Presented at the Academy of Management annual meeting, Honolulu, Hawaii, USA, August 2005.

Huang, Zhi, Jones, Candace, & Bhappu, Anita. "The relational structure of an alliance and alliance managers' attribution of poor performance." Presented at the Academy of Management annual meeting, Honolulu, Hawaii, USA, August 2005.

Huang, Zhi, & Bartunek, Jean. "The collective turnover of new recruits." Presented at the Eastern Academy of Management annual meeting, Providence, Rhode Island, USA, May 2004.

Huang, Zhi, & Yu, Tieying. "The dynamics of the status structure and the mobility of organizations." Presented at the Academy of Management annual meeting, New Orleans, Louisiana, USA, August 2004.

Huang, Zhi, & Yu, Tieying. "Cooperation among direct competitors and the patterns of competition." Presented at the Academy of Management annual meeting, New Orleans, Louisiana, USA, August 2004.

Huang, Zhi, Li, Dan, & Ferreira, Manuel Portugal. "An evolutionary model of entrepreneurial firms' dependence on networks: Go beyond the start-up stage." Presented at the Academy of Management annual meeting, Seattle, Washington, USA, August 2002.

Huang, Zhi, & Lin, Zhiang. "Exploring organizational change through the lens of interorganizational networks." Presented at the Academy of Management annual meeting, Denver, Colorado, USA, August 2002.

Huang, Zhi, Li, Dan, & Lin, Zhiang. "A social network perspective on group performance: A theoretical framework and empirical examination." Presented at the Academy of Management annual meeting, Denver, Colorado, USA, August 2002.

Huang, Zhi, & Li, Dan. "A social network perspective on group performance: A theoretical framework and empirical examination." Presented at the Sunbelt Conference XXII, New Orleans, Louisiana, USA, February 11, 2002.

Invited Conference Presentations

Huang, Zhi, Ji, Junkang, & Wu, Rui. "The moment of awakening: A threshold model of entrepreneur status and firm CSR." Presented at the Forum on Research Frontiers of Corporate Social Responsibility in China, School of Management and Economics of

UESTC, Chengdu, China, June 2018.

Huang, Zhi. "A positional view of firms' reactions to rankings." Presented at the International Conference on Strategic Management, Chengdu, Sichuan, China, November 2017.

Halgin, Daniel, Huang, Zhi, & Pak, Susie. "Institutional pressure, relational multiplexity, and strategic pruning of relationships: The case of J. P. Morgan's response to the Clayton Antitrust Act." Presented at the Intra-Organization Network biannual conference in Lexington, Kentucky, USA, 2016.

Huang, Zhi. "Bridging the East and the West in research." Presented at the China Human Resource Management Research annual meeting, Wuhuan, Hubei, China, November 2015.

Invited Academic Presentations

2014: Hong Kong University (Management); Chinese University of Hong Kong (Management); Baptist University of Hong Kong (Management); Huazhong University of Science & Technology (Management); Wuhan University (Marketing)

2012: Purdue University (Management); Penn State University (Management); University of Kentucky (Management)

2011: National University of Singapore (Business Strategy); University of Electronic Science & Tehcnology of China (Management); Chinese University of Hong Kong (Management)

2010: Chinese University of Hong Kong (Management)

2009: Hong Kong Polytechnic University (Management)

Teaching Experience

University of Kentucky

Ph.D. Consortium Spring 2019-2021

Strategic Management Spring 2015-present

Hong Kong University of Science & Technology

Corporate Strategy Spring 2008-Fall, 2013

Introduction to Management Fall, 2013

Boston College

Organization Behaviors (required undergraduate course)	Fall, 2005
Human Resource Management (Evening MBA)	Spring, 2004 (partial teaching)

Student Supervision

Liu, Lulu: Ph.D. Supervisor, University of Kentucky.

Zhao, Xiwen: Ph.D. Supervisor, University of Kentucky.

Channagiri, Tejaswi: Ph.D. (awarded in 2017), Dissertation committee member, University of Kentucky.

Wang, Jinmiao. Ph.D., Supervisor for the first year paper, University of Kentucky.

Yang, Zhen: M.A. (awarded in 2008), thesis committee member, Hong Kong University of Science & Technology

Professional Service

Reviewing service

Administrative Science Quarterly, Organization Science, Strategic Management Journal, Journal of Management Studies, Corporate Governance, Organization Studies, Journal of Management, Leadership Quarterly, Asian Pacific Journal of Management, Journal of Sports Management, Management and Organizational Review, Asian Pacific Journal of Management, Academy of Management, Hong Kong RGC grant application

University service

University of Kentucky: Associate Department Chair (2021-), University Senate Council (2018-) University Library Committee (2015-2018)

Hong Kong University of Science & Technology: MGMT Social Committee member (Fall 2007-2009; 2012-), MGMT UG Committee (Fall 2008-2009), MGMT OT/Strategy Recruiting Committee (Fall 2008-), MGMT Ph.D. committee (Spring 2010-), MGMT Strategy Area Seminar Coordinator (Spring 2010-Spring 2011), MGMT Strategy Area Course Coordinator (Fall 2009-)

Community service

Founding and organizing The Hong Kong Macro Area Junior Faculty Consortium.

Professional Memberships

Academy of Management (2002-), American Sociological Association (2007-2010)