JINTONG TANG, PH.D.

Mary Louise Murray Endowed Professor of Management
Professor of Entrepreneurship
Richard A. Chaifetz School of Business
Saint Louis University
3674 Lindell Blvd. St. Louis, MO 63108
Email: jintong.tang@slu.edu

EDUCATION

Ph.D. in Management (Major: Entrepreneurship/Organizational Behavior)
University of Alabama, 2007
Master of Science in Management Information Systems
Governors State University
Bachelor of Arts in English
Tianjin Foreign Studies University

ACADEMIC APPOINTMENTS

2019 – Present	Mary Louise Murray Endowed Professor of Management Professor of Entrepreneurship (with tenure) Richard A. Chaifetz School of Business, Saint Louis University
2013 – 2019	Associate Professor of Entrepreneurship and Management (with tenure) Richard A. Chaifetz School of Business, Saint Louis University
2007 – 2013	Assistant Professor of Entrepreneurship and Management John Cook School of Business, Saint Louis University
2003 – 2007	Instructor, Graduate Research/Teaching Assistant Culverhouse College of Commerce, The University of Alabama

EDITORSHIP AND EDITORIAL BOARDS

2022 – 2024	Senior Editor, *Asia Pacific Journal of Management*
2022 – 2024	Editor, Special Issue on Entrepreneurial Alertness, *Asia Pacific Journal of Management*
2009 – Present	Editorial Advisory Board, *International Journal of Entrepreneurial Behavior and Research*
2021	Editorial Advisory Board, *Frontiers in Entrepreneurship Research* (in Chinese)
2021 – Present	Editorial Review Board, *Journal of Business Venturing*
2014 – 2021	Editorial Review Board, *Asia Pacific Journal of Management*
2008 – 2012	Editorial Review Board, *Journal of Chinese Entrepreneurship*

RESEARCH

Refereed Journal Publications

In Press

1. **Tang, J.,** Baron, R.A., & Yu, A. Entrepreneurial alertness: Exploring its psychological antecedents and effects on firm outcomes. ***Journal of Small Business Management***.

2. **Tang, J.**, Tang, Z., & Khan, S. Do the rich give more? The effects of family wealth and entrepreneurial effort on firm philanthropy and growth. ***Asia Pacific Journal of Management.***

3. Rothenberg, S., Tang, Z., **Tang, J.**, & Zhu, R. Social stratification and philanthropy engagement strategy: Evidence from Chinese entrepreneurial firms. ***Asia Pacific Journal of Management.*** (conditional acceptance)

4. Cowden, B., Karami, M., **Tang, J**., Ye, W., & Adomako, S. The spectrum of perceived uncertainty and entrepreneurial orientation: Impacts on effectuation. ***Journal of Small Business Management***.

5. Cowden, B., & **Tang, J**. Institutional entrepreneurial orientation: Beyond setting the rules of the game for blockchain technology. ***Technological Forecasting and Social Change***.

6. Karami, M., **Tang, J.**, Istipliler, B., & Adomako, S. Resource induced coping heuristics transform psychological capital into opportunity recognition. ***Journal of General Management***.

2022

7. Karami, M., & **Tang, J**. 2022. Decision makers' logic of control and SME international performance. ***Journal of Business and Industrial Marketing***, 37(5): 1138-1149**.**

8. Levasseur, L., **Tang, J**., Karami, M., Busenitz, L., & Kacmar, M. 2022. Increasing alertness to new opportunities: The influence of positive affect and implications for innovation. ***Asia Pacific Journal of Management***, 39: 27-49.

9. Lanivich, S.E., Smith, A., Levasseur, L., Pidduck, R., Busenitz, L., & **Tang, J.** 2022. Advancing entrepreneurial alertness: Review, synthesis, and future research directions. ***Journal of Business Research***, 139: 1165-1176.

10. Yang, J., Yu, M., **Tang, J**., & Ma, J. 2022. Cognitive cultural intelligence and entrepreneurial alertness: Evidence from highly educated, employed immigrants in the U.S. ***Cross-Cultural & Strategic Management***, 29(2): 427-447.

2021

11. **Tang, J.**, Yang, J., Ye, W., & Khan, S. 2021. Now is the time: The effects of linguistic time reference and national time orientation on innovative new ventures. ***Journal of Business Venturing***, 36(5): 106142. (featured here, here, here, here, here, and here)

12. **Tang, J.**, Zhang, S., & Lin, S. 2021. To reopen or not to reopen? How entrepreneurial alertness influences small business reopening after the COVID-19 lockdown. ***Journal of Business Venturing Insights,*** 16: e00275**.** (featured here)

13. **Tang, J**., Tang, Z., Zhu, R., & Li, X. 2021. Entrepreneurs' resource background, innovation, philanthropy, and the exit of external investment in private ventures in China. ***Asia Pacific Journal of Management***, 38(2): 467-489.

14. **Tang, J.,** & Tang, Z. 2021. Does it pay to bribe? The influence of bribery on new venture disbanding. ***Journal of General Management***, 46(3): 185-196.

15. **Tang, J**., Levasseur, L., Karami, M., & Busenitz, L. 2021. Being alert to new opportunities: It is a matter of time. ***Journal of Business Venturing Insights***, 15: e00232.

2020

16. Hull, C., Tang, Z., **Tang, J**., & Yang, J. 2020. Information diversity and innovation for born-globals. ***Asia Pacific Journal of Management,*** 37(4): 1039-1060**.**

17. Guo, H., **Tang, J.,** & Wei, Z. 2020. How managerial ties impact opportunity discovery in a transition economy: Evidence from China. ***Management Decision***, 58(2): 344-361.

2019

18. Liu, K., **Tang, J.**, Yang, K. & Arthurs, J. 2019. Foreign IPOs in the U.S.: When entrepreneurial orientation meets institutional distance. ***Journal of Business Research***, 101: 144-151**.**

19. Levasseur, L., **Tang, J.,** & Karami, M. 2019. Insomnia: An important antecedent impacting entrepreneurs' health. ***Journal of Risk and Financial Management***, 12(1): 44.

20. Karami, M., & **Tang, J.** 2019. Entrepreneurial orientation and SME international performance: The mediating role of networking capability and experiential learning. ***International Small Business Journal***, 37(2): 105-124.

2018

21. Tang, Z., & **Tang, J.** 2018. Stakeholder corporate social responsibility orientation congruence, entrepreneurial orientation, and environmental performance of Chinese SMEs. ***British Journal of Management***, 29(4): 634-651.

22. Baron, R.A., **Tang, J.,** Tang, Z., & Zhang, Y. 2018. Bribes as entrepreneurial actions: Why underdog entrepreneurs feel compelled to use them. ***Journal of Business Venturing***, 33(6): 679-690.

2017

23. **Tang, J.**, Tang, Z., & Cowden, B.J. 2017. Exploring the relationship between entrepreneurial orientation, CEO dual values, and SME performance in state-owned vs. non-state-owned enterprises in China. ***Entrepreneurship Theory and Practice,*** 41(6): 883-908.

24. Guo, H., **Tang, J**., Su, Z., & Katz, J.A. 2017. Opportunity recognition and SME performance: The mediating effect of business model innovation. ***R&D Management,*** 47(3): 431-442.

25. Bodie, M.T., Cherry, M.A., McCormick, M.L., & **Tang, J**. 2017. The law and policy of people analytics. *University of Colorado Law Review*, 88: 962-1042. (SSRN Top Ten List by New Downloads; featured on Law Professor Blogs Network)

26. Khan, S.A., & **Tang, J.** 2017. The paradox of human resource analytics: Being mindful of employees. ***Journal of General Management,*** 42(2): 57-66.

27. Cowden, B.J., & **Tang, J**. 2017. Gender differences and entrepreneurial munificence: The pursuit of innovative new ventures. *Journal of Developmental Entrepreneurship*, 30(1): 1-13.

28. Li, H., & **Tang, J**. 2017. Technological human capital, firm innovativeness, and entrepreneurial success: The moderating role of seeking and receiving external funding. *World Review of Entrepreneurship, Management, and Sustainable Development*, 13(1): 106-119.

2016

29. **Tang, J.** 2016. Linking personal turbulence and creative behavior: The influence of scanning and search in the entrepreneurial process. ***Journal of Business Research***, 69(3): 1167-1174.

30. Tang, Z., & **Tang, J**. 2016. Can the media discipline Chinese firms' pollution behaviors? The mediating effects of the public and government. ***Journal of Management***, 42(6): 1700-1722.

31. Tang, Z., & **Tang, J.** 2016**.** The impact of competitors-firm power divergence on Chinese SMEs' environmental and financial performance. ***Journal of Business Ethics***, 136(1): 147-165.

32. Cowden, B.J., **Tang, J**., & Bendickson, J. 2016. The maturing of entrepreneurial firms: Entrepreneurial orientation, firm performance, and administrative heritage. *New England Journal of Entrepreneurship*, 19(2): 40-52.

33. Li, H., Zhang, Y., & **Tang, J.** 2016. Investigating the interaction effect between ethics and institutions on the opportunity exploitation of green entrepreneurship. *Chinese Journal of Management*, 13(9): 1367-1373. 基于伦理与制度交互效应的绿色创业机会开发模型探究. 管理学报.

34. Li, H., **Tang, J.,** & Wang, X. 2016. An empirical study on the relationships between technological human capital, self-funding, and entrepreneurial success and failure. *Contemporary Economic Management*, 38(5): 19-24. 技术人力资本、自有资金与创业成败关系实证研究. 当代经济管理.

2015

35. Cowden, B.J., **Tang, J**., Yang, J., Zhang, Y. 2015. Exploring innovative new ventures in China and the United States. *Journal of Developmental Entrepreneurship*, 20(2): 1-21.

36. Tang, Z., & **Tang, J**. 2015. The influence of stakeholder-firm power difference on corporate social responsibility of Chinese small and medium-sized enterprises. *World Review of Entrepreneurship, Management, and Sustainable Development*, 11(4): 414-428.

37. Li, H., **Tang, J., &** Zhang, Y. 2015. Team role configuration of university entrepreneurship centers. *Academic Forum*, 38(5): 162-165. 美国圣路易斯大学创业中心团队管理及其对创业教育的启示——基于学术创业的视角. 学术论坛.

38. Li, H., Zhang, Y., & **Tang, J.** 2015. Knowledge transfer and entrepreneurship education: A case study from Saint Louis University. *Modernization of Management*, 35(3): 120-122. 从圣路易斯大学看创业教育与知识转化的契合. 管理现代化.

2014

39. **Tang, J**., Tang, Z., & Katz, J.A. 2014. Proactiveness, stakeholder-firm power difference, product safety and quality of Chinese SMEs. ***Entrepreneurship Theory and Practice***, 38(5): 1129-1157.

40. Guo, H., **Tang, J**., & Su, Z. 2014. To be different or to be the same? The interactive effect of organizational regulatory legitimacy and entrepreneurial orientation on new venture performance. ***Asia Pacific Journal of Management,*** 31(3): 665-685.

41. Khan, S.A., **Tang, J.**, & Joshi, K. 2014. Disengagement of nascent entrepreneurs from the startup process. ***Journal of Small Business Management***, 52(1): 39-58.

2013

42. Zhang, Y., Yang, J., **Tang, J**., Au, K., & Xue, H. 2013. Prior experience and social class as moderators of the planning-performance relationship in China's emerging economy. ***Strategic Entrepreneurship Journal***, 7(3): 214-229.

43. Khan, S.A., **Tang, J.,** & Zhu, R. 2013. The impact of environmental, firm, and relational factors on entrepreneurs' ethically suspect behaviors. ***Journal of Small Business Management***, 51(4): 637-657.

44. Guo, H., Zhao, J., & **Tang, J**. 2013. The role of top managers' human and social capital in business model innovation. *Chinese Management Studies*, 7(3): 447-469.

2012

45. **Tang, J.,** Kacmar, M., & Busenitz, L. 2012. Alertness in the pursuit of new opportunities. ***Journal of Business Venturing***, 27(1): 77-94.

46. Tang, Z., & **Tang, J.** 2012. Stakeholder-firm power difference, stakeholders' CSR orientation, and SMEs' environmental performance in China. ***Journal of Business Venturing***, 27(4): 436-455.

47. **Tang, J.**, & Murphy, P.J. 2012. Prior knowledge and new product and service introductions by entrepreneurial firms: The mediating role of technological innovation. ***Journal of Small Business Management***, 50(1): 41-62.

48. **Tang, J.,** Khan, S.A., & Zhu, R. 2012. Entrepreneurs' ethically suspect behaviors and effective information acquisition: The moderating effects of impression management. *Journal of Developmental Entrepreneurship*, 17(4): 1-23.

49. Tang, Z., & **Tang, J.** 2012. Entrepreneurial orientation and SME performance in China's changing environment: The moderating effects of strategies. ***Asia Pacific Journal of Management***, 29(2): 409-431.

2011

50. Baron, R.A., & **Tang, J.** 2011. The role of entrepreneurs in firm-level innovation: Joint effects of positive affect, creativity, and environmental dynamism. ***Journal of Business Venturing***, 26(1): 49-60.

51. Baron, R.A., **Tang, J.**, & Hmieleski, K. M. 2011. The downside of being "up": Entrepreneurs' dispositional positive affect and firm performance. ***Strategic Entrepreneurship Journal***, 5(2): 101-119.

2010

52. **Tang, J**. 2010. How entrepreneurs discover opportunities in China – An institutional view. ***Asia Pacific Journal of Management***, 27(3): 461-479.

53. Tang, Z., Powell, B., Marino, L., **Tang, J**., & Dickson, P. 2010. The value of organizational ambivalence in an uncertain world. ***British Journal of Management***, 21(4): 809-828.

54. Tang, Z., **Tang, J.,** Marino, L., Zhang, Y., & Li, Q. 2010. An investigation of entrepreneurial orientation and organizational strategies in Chinese SMEs. *World Review of Entrepreneurship, Management, and Sustainable Development*, 6(3): 206-223.

2009

55. Baron, R.A., & **Tang, J.** 2009. Entrepreneurs' social skills and new venture performance: Mediating mechanisms and cultural generality. ***Journal of Management***, 35(2): 282-306.

56. **Tang, J.** 2009. Exploring the constitution of entrepreneurial alertness: The regulatory focus view. *Journal of Small Business and Entrepreneurship*, 22(3): 221-238.

57. Zhu, R., **Tang, J.**, & Murphy, P. 2009. Entrepreneurial alertness, technological innovation, and new product development. *Contemporary Finance and Economics*, 292 (3): 72-77. (Published in Chinese)

2008

58. **Tang, J.,** Tang, Z., Marino, L., Zhang, Y., & Li, Q. 2008. Exploring an inverted U-shape relationship between entrepreneurial orientation and performance in Chinese new ventures. ***Entrepreneurship Theory and Practice***, 32(1): 219-239. (**Top 20 ET&P downloads from Wiley-Blackwell Synergy in 2008**)

59. **Tang, J.**, Tang, Z., & Lohrke, F. 2008. Developing an entrepreneurial typology: The roles of entrepreneurial alertness and attributional style. *International Entrepreneurship and Management Journal*, 4(3): 273-294.

60. **Tang, J.** 2008. Environmental munificence for entrepreneurs: Entrepreneurial alertness and commitment. ***International Journal of Entrepreneurial Behavior and Research***, 14(3): 128-151. (**Emerald Literati Network Highly Commended Paper 2009**).

61. Tang, Z., Powell, B., Marino, L., **Tang, J**., & Dickson, P. 2008. The impact of organizational goal setting on the industrial munificence-goal attainment relationship. *International Journal of Business and Management*, 3(3): 107-124.

2007

62. **Tang, J.,** Tang, Z., Zhang, Y., & Li, Q. 2007. The impact of entrepreneurial orientation and ownership type on firm performance in the emerging region of China. *Journal of Developmental Entrepreneurship,* 12(4): 383-397.

63. **Tang, J.,** & Khan, S. A. 2007. Dynamic interactions between alertness and systematic search: A Yin and Yang perspective on opportunity recognition and innovation. ***International Journal of Entrepreneurship and Innovation***, 8(3): 175-187.

64. **Tang, J.,** & Tang, Z. 2007. The relationship of achievement motivation and risk-taking propensity to new venture performance: A test of the moderating effect of entrepreneurial munificence. *International Journal of Entrepreneurship and Small Business,* 4(4): 450-472.

Best Paper Proceedings, Book Chapters, and Popular Press

1. Cowden, B., **Tang, J.**, Karami, M., Ye, W., & Adomako, S. 2022. Are female entrepreneurs more effective in applying effectual logics? ***United States Association for Small Business and Entrepreneurship National Conference Best Empirical Paper Proceedings.***

2. Karami, M., **Tang, J**., & Levasseur, L. February 9, 2022. How to take small firms global: Tips for entrepreneurs. ***Forbes India***.

3. Karami, M., **Tang, J**., & Levasseur, L. January 24, 2022. 6 lessons for entrepreneurs and managers of small businesses to handle uncertainty. ***Forbes India***.

4. Karami, M., Levasseur, L., & **Tang, J.** January 17, 2022. Energetic and happy: The overlooked effect of positive emotions on entrepreneurial alertness. ***Forbes India***.

5. Levasseur, L., **Tang, J.**, & Karami, M. November 10, 2021. Entrepreneurs must have the right time perspective to grab new business opportunities. ***Forbes India***.

6. Cowden, B., & **Tang, J**. 2021. Enhancing entrepreneurial orientation research: From theorizing to measuring. In A. C. Corbett, P. Kreiser, L. Marino, & W. Wales (Eds.), ***Advances in entrepreneurship, firm emergence, and growth***, vol. 22: 69-86. Emerald.

7. Levasseur, L., **Tang, J**., Karami, M., & Busenitz, L. 2020. Time, sleep, and alertness. ***Academy of Management Best Paper Proceedings***.

8. Guo, H., **Tang, J**., & Cowden, B.J. 2013. The influence of business model innovation on the link between entrepreneurial opportunity recognition and performance of SMEs in China. ***United States Association for Small Business and Entrepreneurship National Conference Best Empirical Paper Proceedings.***

9. **Tang, J**., Kacmar, M., & Busenitz, L. 2009. A social cognition view of alertness in the discovery process of entrepreneurial opportunities. In George T. Soloman (Ed.), ***Academy of Management Best Paper Proceedings*.**

Visiting Appointments

2018 – 2019	Visiting Professor University of Wisconsin, Whitewater.
2016 – 2018	Visiting Professor Tianjin Foreign Studies University, Tianjin, China
2016 – 2019	Visiting Chair Professor & Academic Committee Member Nankai University, Tianjin, China
2013 – 2016	Visiting Professor & Academic Committee Member Nankai University, Tianjin, China

Doctoral Students Advised

- Ijeoma Priscilla Ugwuanyi – Ph.D. in Management (August 2022, City University of Hong Kong)
- Birton J. Cowden – Ph.D. in International Business/Entrepreneurship (May 2014, Saint Louis University)
  Kennesaw State University
- Jie Yang – Ph.D. in International Business/Entrepreneurship (November 2016, Saint Louis University)
  University of Texas, Tyler
- Ludvig Levasseur – Ph.D. in Management Science (November 2016, Université Paris-Dauphine, PSL Research University, Paris, France)
  Indian Institute of Management
- Masoud Karami – Ph.D. in International Marketing (April 2018, University of Otago, Dunedin, New Zealand)
  University of Otago, New Zealand

Invited Presentations/Media Interviews

1. October 7-8, 2022. Health, Well-being, and Entrepreneurship Conference. MATTER Chicago, Healthcare Incubator.
2. March 1, 2021. Shanghai University via VooV Meeting, Shanghai, China.
3. April 30, 2018. 2018's Best Large Cities to Start a Business.
4. June 25, 2017. Nankai University, Tianjin, China.
5. June 22, 2017. Zhongshan University, Guangzhou, China.
6. July 1, 2016. Beijing Forestry University, Beijing, China.
7. June 28, 2016. Tianjin Foreign Studies University, Tianjin, China.

8. June 26, 2016. International Conference on Entrepreneurship Education (Keynote). Nankai University, Tianjin, China
9. February 19, 2016. The Law and Business of People Analytics Symposium. Saint Louis University School of Law.
10. July 17, 2014. Nankai University, Tianjin, China.
11. July 4, 2014. Zhongshan University, Guangzhou, China.
12. June 21, 2013. International Conference on Entrepreneurship Research in the Globalization Context (Keynote). Nankai University, Tianjin, China.
13. June 17, 2008. Tianjin Foreign Studies University, Tianjin, China.
14. October 2002. *Human Services Awareness Day*. South Suburban College, Chicago.

Refereed Conference Presentations

2022

1. **Tang, J.,** Yang, J., Ye, W., & Khan, S. 2022. *Speaking of opportunities: The effect of language on entrepreneurial alertness*. Academy of Management Annual Meeting, Seattle.

2. Yang, K., **Tang, J.,** Donbesuur, F., & Adomako, S. 2022. *Institutional support for entrepreneurship and new venture internationalization*. Academy of Management Annual Meeting, Seattle.

3. Hull, C., Adomako, S., **Tang, J**., & Donbesuur, F. 2022. *New venture performance: Specific innovativeness, digital entrepreneurship and gender.* Academy of Management Annual Meeting, Seattle.

4. Cowden, B., **Tang, J.**, Karami, M., Ye, W., & Adomako, S. 2022. *Are female entrepreneurs more effective in applying effectual logics?* United States Association for Small Business and Entrepreneurship, Raleigh, NC. (**Best Empirical Paper Award)**

5. Cowden, B., & **Tang, J**. 2022. *Institutional entrepreneurial orientation: Beyond setting the rules of the game for blockchain technology.* United States Association for Small Business and Entrepreneurship, Raleigh, NC.

6. Cowden, B., **Tang, J.**, Karami, M., Ye, W., & Adomako, S. 2022. *The gendered effects of effectuation.* Academy of Innovation, Entrepreneurship, and Knowledge Annual Conference, Seville, Spain.

7. Cowden, B., **Tang, J**., Karami, M., Ye, W., & Adomako, S. 2022. *The curvilinear relationship between environmental uncertainty and effectuation*. Asia Academy of Management, Lanzhou, China.

8. Lanivich, S.E., Franczak, J., **Tang, J.,** & Pidduck, R.J. 2022. *Immersed in Coleman's bathtub: Multi-level dynamics of institutional support for entrepreneurship in emerging economies.* Asia Academy of Management, Lanzhou, China.

9. Cowden, B., Karami, M., **Tang, J**., Ye, W., & Adomako, S. 2022. *The spectrum of perceived uncertainty and entrepreneurial orientation: Impacts on effectuation.* International Council for Small Business World Congress, Washington, D.C.

2021

10. **Tang, J.,** Yang, J., & Ye, W. 2021. *Matching words with deeds: The imprinting effect of future-time-reference on innovative new ventures.* Academy of Management Annual Meeting, A Virtual Experience.

11. Lanivich, S.E., Adomako, S., Vardaman, J.M., Donbesuur, F., & **Tang, J.** 2021. *Boundary conditions of the EO-new venture performance relationship in emerging economies.* Southern Management Association Annual Meeting, New Orleans.

12. Cowden, B., **Tang, J**., Karami, M., Ye, W., & Adomako, S. 2021. *Environmental uncertainty and effectuation for entrepreneurial vs. conservative firms.* Babson College Entrepreneurship Research Conference, Virtual Conference.

13. Lanivich, S.E., Smith, A., Pidduck, R., Levasseur, L., Busenitz, L., & **Tang, J.** 2021. *Alert the authorities: A review of the chronic misconception of alertness in entrepreneurship research*. Academy of Innovation, Entrepreneurship, and Knowledge Conference, Sorbonne-Virtual Conference, June 14-16, 2021.

2020

14. Levasseur, L., **Tang, J**., Karami, M., & Busenitz, L. 2020. *Time, sleep, and alertness.* Academy of Management Annual Meeting, Vancouver. (**Best Paper Award**)

15. Cowden, B., & **Tang, J**. 2020. *Enhancing entrepreneurial orientation research: From theorizing to measuring*. Academy of Management Annual Meeting, Vancouver.

16. Levasseur, L., **Tang, J**., Karami, M., Busenitz, L., & Kacmar, M. 2020. *Increasing alertness to new opportunities: The influence of positive affect and implications for innovation.* Accepted for Presentation at 2020 Babson College Entrepreneurship Research Conference, Knoxville, TN. Conference canceled due to coronavirus.

17. Casanova, S., Bakkali, C., & **Tang**, J. 2020. *Entrepreneurial alertness and entrepreneurial orientation: Contributions to opportunity identification.* Accepted for Presentation at 2020 Babson College Entrepreneurship Research Conference, Knoxville, TN. Conference canceled due to coronavirus.

18. Ahsan, M., Istipliler, B., Adomako, S., **Tang, J.,** & Gyensare, M. 2020. *Emergence of entrepreneurial orientation at the intercept of cognition and behavior: An examination of entrepreneurial alertness and bricolage as antecedents*. The 24th Annual Disciplinary Conference on Entrepreneurship, Innovation, and SMEs – G-Forum Virtual Conference.

2019

19. **Tang, J.,** Tang, Z., Zhang, Y., & Yang, J. 2019. *Bribery in the new venture creation process*. Asia Academy of Management Conference, Bali, Indonesia.

20. Tang, Z., & **Tang, J.** 2019. *Family endowment or personal effort? The effects of equality of opportunity on firm philanthropy and growth.* Asia Academy of Management Conference, Bali, Indonesia.

21. Levasseur, L., **Tang, J**., Karami, M., Busenitz, L., & Kacmar, M. 2019. *Increasing alertness to new opportunities: The influence of positive affect and implications for innovation.* Asia Academy of Management Conference PDW, Bali, Indonesia.

22. Baron, R.A., Adomako, S., **Tang, J.,** & Yu, A. 2019. *From alertness to firm performance: A cross-national study.* Academy of Management Annual Meeting, Boston.

23. Mole, K., Adomako, S., **Tang, J.,** & Yu, A. 2019. *Entrepreneurial orientation and firm performance: The enabling effect of Entrepreneurial alertness*. Academy of Management Annual Meeting, Boston.

24. Levasseur, L., **Tang, J.,** & Karami, M. 2019. *Insomnia: An important antecedent impacting entrepreneurs' health*. United States Association for Small Business and Entrepreneurship National Conference, St. Pete Beach.

25. Ghosh Moulick, A., **Tang, J.**, & Tang, Z. 2019. *Entrepreneurial philanthropy, effort, and venture growth in an emerging economy.* Association for Research on Nonprofit Organizations and Voluntary Action Annual Conference, San Diego.

2018

26. **Tang, J**., Tang, Z., Zhu, R., & Li, X. 2018. *The influence of entrepreneurs' resource background, innovation, and philanthropy on the exit of institutional investment*. *Asia Pacific Journal of Management* special issue conference on Institutions and Entrepreneurship in Emerging Economies, Tianjin, China.

27. Hull, C., Tang, Z., **Tang, J**., & Yang, J. 2018. *Information diversity and innovation among nascent born-globals in China: Listening to others and trying new things*. *Asia Pacific Journal of Management* special issue conference on Institutions and Entrepreneurship in Emerging Economies, Tianjin, China.

28. Liu, K., **Tang, J.**, & Yang, K. 2018. *Foreign IPOs in the U.S.: When entrepreneurial orientation meets institutional distance*. Academy of Management Annual Meeting, Chicago. (**Best Paper in Global Strategy Finalist**)

29. Karami, M., & **Tang, J.** 2018. *Entrepreneurial orientation and SME international performance.* Academy of Management Annual Meeting, Chicago.

30. Guo, H., **Tang, J.,** & Wei, Z. 2018. *The roles of business ties and political ties in opportunity discovery.* Academy of Management Annual Meeting, Chicago.

2017

31. **Tang, J.,** Tang, Z., Zhang, Y., & Yang, J. 2017. *Does it pay to bribe? The influence of firm bribery activity on venture disbanding.* Academy of Management Annual Meeting, Atlanta.

32. Levasseur, L., **Tang, J**., Karami, M., & Busenitz, L. 2017. *Alertness to new opportunities and venture creation through the lens of time perspective.* Academy of Management Annual Meeting, Atlanta.

33. Khan, S.A., & **Tang, J.** June 20-21, 2017**.** *The paradox of human resource analytics: Being mindful of employees in China*. Asia Academy of Management Conference, Fukuoka, Japan.

34. Cowden, B.J., & **Tang, J**. 2017. *Gender differences and entrepreneurial munificence: The pursuit of innovative new ventures.* United States Association for Small Business and Entrepreneurship National Conference, Philadelphia.

2016

35. Liu, K., **Tang, J.**, & Yang, K. 2016. *Foreign IPOs in the U.S.: When entrepreneurial orientation meets institutional distance.* Academy of Management Annual Meeting, Anaheim.

36. Tang, Z., **Tang, J.,** Zhu, R., & Li, X. 2016. *Equality of opportunity, charity donation, and growth intentions of Chinese entrepreneurs.* Academy of Management Annual Meeting, Anaheim.

37. Hull, C., Tang, Z., **Tang, J**., & Li, H. 2016. *Born global and dying young: Drivers of the infancy survival rate of born globals in China.* Academy of Management Annual Meeting, Anaheim.

38. Tang, Z., **Tang, J**., Zhu, R., & Li, X. 2016. *Should the less resourceful be more generous? Linking Chinese entrepreneurs' career background, charity donation, and exit pace of external equity investment*. International Association for Chinese Management Research Biennial Conference, Hangzhou, China.

39. Cowden, B.J., & **Tang, J**. 2016. *The maturing of entrepreneurial firms: Entrepreneurial orientation, firm performance, and administrative heritage*. United States Association for Small Business and Entrepreneurship, San Diego.

2015

40. **Tang, J.**, Tang, Z., & Cowden, B.J. 2015. *Exploring the relationship between entrepreneurial orientation, CEO dual values, and SME performance in state-owned vs. non-state-owned enterprises in China*. United States Association for Small Business and Entrepreneurship National Conference, Tampa. (**Best Paper Nominee**)

41. **Tang, J.** 2015. *Entrepreneurs' personal turbulence, scanning and search, and creative behavior*. United States Association for Small Business and Entrepreneurship National Conference, Tampa.

42. Cowden, B.J., **Tang, J**., Yang, J., Zhang, Y. 2015. *Exploring innovative new ventures in China and the United States*. United States Association for Small Business and Entrepreneurship National Conference, Tampa.

43. Tang, Z., & **Tang, J.** 2015. *Stakeholder CSR orientation congruence, EO, and environmental strengths and concerns of Chinese SMEs*. International Vincentian Business Ethics Conference, New York.

44. Tang, Z., **Tang, J**., Zhu, R., & Li, X. 2015. *The role of social embeddedness in equity financing for Chinese entrepreneurs.* Academy of Management Annual Meeting, Vancouver.

2014

45. **Tang, J.**, Tang, Z., & Cowden, B.J. 2014. *Investigating the joint contributions of EO and CEO values to performance of Chinese SMEs.* Academy of Management Annual Meeting, Philadelphia.

46. Tang, Z., **Tang, J**. 2014. *The influence of stakeholder-firm power difference on corporate social responsibility of Chinese SMEs.* United States Association for Small Business and Entrepreneurship National Conference, Fort Worth.

2013

47. Guo, H., **Tang, J**., & Cowden, B.J. 2013. *The influence of business model innovation on the link between entrepreneurial opportunity recognition and performance of SMEs in China*. United States Association for Small Business and Entrepreneurship National Conference, San Francisco. (**Best Empirical Paper Award**)

48. Guo, H., **Tang, J**., & Cowden, B.J. 2013. O*rganizational legitimacy vs. entrepreneurial orientation: Effects on new venture performance in China*. United States Association for Small Business and Entrepreneurship National Conference, San Francisco.

49. **Tang, J.**, Tang, Z., & Cowden, B. 2013. *Investigating the joint contributions of EO, ownership and CEO values to Chinese SMEs' performance*. Academy of Management Annual Meeting, Orlando.

50. Guo, H., & **Tang, J.** 2013. *When do managerial ties promote entrepreneurial opportunity identification?* International Conference on Entrepreneurship Research in the Globalization Context, Nankai University, Tianjin, China.

51. Hull, C., Liu, M., Wei, J., Tang, Z., & **Tang, J**. 2013. *The relationship between environmental performance and firm performance among SMEs in China*. *Journal of Business Research* Special Issue Conference, George Mason University.

2012

52. **Tang, J**., & Tang, Z. 2012. *EO, stakeholder-firm power difference, and SMEs' product safety and quality in China*. Academy of Management Annual Meeting, Boston.

53. Guo, H., Zhao, J., & **Tang, J**. 2012. *The role of top managers' human and social capital in business model innovation*. Southern Management Association Annual Meeting, Fort Lauderdale, Florida.

2011

54. **Tang, J.,** Khan, S.A., & Zhu, R. 2011. *Entrepreneurs' ethically suspect behaviors and effective information acquisition: The moderating effect of impression management*. Academy of Management Annual Meeting, San Antonio.

55. Tang, Z., & **Tang, J.** 2011. *Stakeholder-firm power difference and SMEs' environmental performance in China*. Academy of Management Annual Meeting, San Antonio.

56. Guo, H., & **Tang, J**. 2011. *Explaining the paradox between organizational legitimacy and entrepreneurial orientation for new venture performance: Evidence from China.* Academy of Management Annual Meeting, San Antonio.

57. Khan, S.A., **Tang, J.,** & Zhu, R. 2011. *The impact of environmental, firm, and relational factors on entrepreneurs' ethically suspect behaviors: An empirical study in the Chinese context.* Babson College Entrepreneurship Research Conference, Syracuse.

58. Khan, S.A., & **Tang, J.** 2011. *Disengagement of nascent entrepreneurs from the startup process.* Babson College Entrepreneurship Research Conference, Syracuse.

2010

59. Baron, R.A., **Tang, J.**, & Hmieleski, K. M. 2010. *Entrepreneurs' dispositional positive affect and firm performance: "Too much of a good thing?"* Academy of Management Annual Meeting, Montreal, Canada.

60. Tang, Z., & **Tang, J.** 2010. *The moderating effects of strategies on the curvilinear relationship between entrepreneurial orientation and performance of Chinese SMEs.* International Association for Chinese Management Research, Shanghai, China.

2009

61. **Tang, J.,** Kacmar, M., & Busenitz, L. 2009. *A social cognition view of alertness in the discovery process of entrepreneurial opportunities.* Academy of Management Annual Meeting, Chicago. (**Best Paper Award**).

62. **Tang, J.**, & Baron, R.A. 2009. *Positive affect and new venture performance: Evidence for a curvilinear relationship.* Academy of Management Annual Meeting – Symposium on Psychological Determinants of Entrepreneurial Action, Chicago.

63. Baron, R.A., & **Tang, J.** 2009. *Positive affect, creativity, and innovation in new ventures– A moderated mediation model*. Academy of Management Annual Meeting, Chicago.

2008

64. **Tang, J.** 2008. *Exploring the antecedents of entrepreneurial alertness: Interactions between individual and environmental characteristics.* United States Association for Small Business and Entrepreneurship National Conference, San Antonio. (**Best Paper Nominee**)
65. **Tang, J**., & Huang, Y.M. 2008. *How entrepreneurs discovery opportunities in China – An institutional view*. *Asia Pacific Journal of Management* special issue (Managing in Ethnic Chinese Communities) conference, Kaohsiung, Taiwan.

66. **Tang, J.** 2008. *The effects of human capital, entrepreneurial alertness and perceived dynamism on new product and service offerings.* Academy of Management Annual Meeting, Anaheim.

67. **Tang, J.,** Khan, S.A., & Zhu, R. 2008. *Do ethically suspect behaviors prevent or promote firm growth: Evidence from Chinese entrepreneurs.* Academy of Management Annual Meeting, Anaheim.

68. Khan, S.A., & **Tang, J.** 2008. *User involvement and IS performance: A review of the construct and meta-analysis.* Academy of Management Annual Meeting, Anaheim.

69. Tang, Z., **Tang, J.,** Marino, L., Zhang, Y., & Li, Q. 2008. *An investigation of entrepreneurial orientation and organizational strategies in China.* International Association for Chinese Management Research, Guangzhou, China.

70. **Tang, J.,** Kacmar, M., & Busenitz, L. 2008. *Entrepreneurial alertness: Construct and scale development.* Babson College Entrepreneurship Research Conference, Chapel Hill. (Accepted for presentation, but withdrawn due to conflict of schedule)

71. Tang, Z., Powell, B., Marino, L., **Tang, J**., & Dickson, P. 2008. *The impact of organizational goal setting on the industrial munificence-goal attainment relationship*. United States Association for Small Business and Entrepreneurship National Conference, San Antonio.

2007

72. **Tang, J.,** & Khan, S. A. 2007. *Dynamic interactions between alertness and systematic search: A Yin and Yang perspective on opportunity recognition and innovation.* Academy of Management Annual Meeting, Philadelphia.

73. Baron, R., & **Tang, J.** 2007. *Why for entrepreneurs, too, social competence really matters: Evidence for effects on new venture performance across many industries*. Academy of Management Annual Meeting, Philadelphia.

74. Tang, Z., **Tang, J.,** Zhang, Y., & Li, Q. 2007. *What are "entrepreneurial" strategies in China*? Academy of Management Annual Meeting, Philadelphia.

75. **Tang, J.,** Murphy, P., Chadha, R., & Zhu, R. 2007. *Entrepreneurial alertness, technological innovations, and new product and service introduction.* Babson College Entrepreneurship Research Conference, Madrid.

76. Baron, R., & **Tang, J.** 2007. *Entrepreneurs' social competence and new Venture success: Evidence on mediating mechanisms and generality of the effects*. Babson College Entrepreneurship Research Conference, Madrid.

77. **Tang, J.,** Tang, Z., Marino, L., Zhang, Y., & Li, Q. 2007. *An inverted U-shape relationship between entrepreneurial orientation and performance in Chinese new ventures.* Entrepreneurship Theory and Practice Special Issue (on Entrepreneurship on Emerging Markets) conference, Fort Worth.

2006

78. **Tang, J.** 2006. *Testing an interactive model of entrepreneurial personality characteristics and munificence.* Southern Management Association Annual Meeting, Clearwater.

79. **Tang, J.** 2006. *Environmental munificence for entrepreneurs: Entrepreneurial alertness, self-efficacy & commitment.* Academy of Management Annual Meeting, Atlanta.

80. **Tang, J.** 2006. *Exploring the constitution of entrepreneurial alertness: The regulatory focus view*. Academy of Management Annual Meeting, Atlanta.

81. **Tang, J.,** & Khan, S.A. 2006. *Entrepreneurial environment, self-efficacy, alertness and commitment*. Babson-Nankai International Symposium for Entrepreneurship Research, Tianjin, China.

82. Zhu, R., **Tang, J.,** & Liu, W. 2006. *Social capital, observational learning, resource acquisition, and new venture performance.* Babson-Nankai International Symposium for Entrepreneurship Research, Tianjin, China.

2005

83. **Tang, J.,** Tang, Z. & Lohrke, F. 2005. *Exploring an entrepreneurial typology: The roles of attributional styles and entrepreneurial alertness.* Academy of Management Annual Meeting, Honolulu.

84. Tang, Z., **Tang, J.,** Marino, L. & Weaver, K. 2005. *An exploration of the hierarchical relationship among entrepreneurship orientation dimensions.* Southern Management Association Annual Meeting, Charleston.

2004

85. **Tang, J.** 2004. *The moderating role of LMX in leader's attributions to employee's helping behaviors.* Southern Management Association Annual Meeting, San Antonio.

AWARDS, GRANTS, AND RECOGNITIONS

2022

1. Fr. Thomas M. Knapp, S.J. Distinguished Faculty Member Award, 2022.
2. Dean's Curriculum Innovation Grant, 2022.
3. Chaifetz School of Business Three-Year Research Award, 2022.
4. Sister Shirley Kolmer Memorial Grant for Community Impact, 2022.
5. Best Empirical Paper Award. United States Association for Small Business and Entrepreneurship National Conference. Raleigh, 2022.

2021

6. Inaugural Distinguished Alumni Finalist, Governors State University, 2021. (featured here, here, and here)
7. Most Downloaded Articles from *Journal of Business Venturing* (Diamond Journal), 2021:
   Baron, R.A., & **Tang, J.** 2011. The role of entrepreneurs in firm-level innovation: Joint effects of positive affect, creativity, and environmental dynamism. *Journal of Business Venturing*, 26(1): 49-60.
   Tang, J., Kacmar, M., & Busenitz, L. 2012. Alertness in the pursuit of new opportunities. *Journal of Business Venturing*, 27(1): 77-94.
8. Chaifetz School of Business Teaching Innovation Award, 2021.

9. Chaifetz Fellowship in Entrepreneurship Education, 2021-2022.

2020

10. Best Paper Award. Academy of Management Annual Meeting, Vancouver, 2020.
11. Chaifetz School of Business Annual Research Award, 2020.

2019

12. Mary Louise Murray Endowed Professorship, 2019 --
13. Chaifetz School of Business Summer Research Grant, 2019
14. Asia Academy of Management Best Reviewer Award, Bali, Indonesia, 2019

2018

15. Faculty Initiate, the Beta Sigma Chapter of Delta Sigma Pi, 2018
16. Recognized as professors who inspired excellence in the classroom by student athletes at the Department of Athletics Annual Straight A Luncheon, May 2018
17. Chaifetz School of Business Inaugural Teaching Innovation Award, 2018
18. Chaifetz School of Business Summer Research Grant, 2018
19. Sister Shirley Kolmer Memorial Grant for Community Impact, 2018

2017

20. Principal Investigator: National Natural Science Foundation of China Grant for Collaboration with Overseas Scholars # 71628204, January 2017 – December 2018
21. John Cook School of Business Dr. NoKyoon Kwak Three-Year Research Award, 2017
22. John Cook School of Business Summer Research Grant, 2017
23. Top 10% of Authors on SSRN by Total New Downloads, 2017

2016

24. Recognized as professors who inspired excellence in the classroom by student athletes at the Department of Athletics Annual Straight A Luncheon, May 2016
25. John Cook School of Business Summer Research Grant, 2016
26. Co-Investigator: National Natural Science Foundation of China Key Project Grant # 71532005, January 2016 – December 2019 (PI: Yuli Zhang from Nankai University)
27. Co-Investigator: National Natural Science Foundation of China Grant # 71572016, January 2016 – December 2019 (PI: Huajing Li from Beijing Forestry University)

2015

28. Faculty Research Leave Award, Office of VP for Academic Affairs, Fall 2015
29. John Cook School of Business Dr. NoKyoon Kwak Three-Year Research Award, 2015
30. John Cook School of Business Summer Research Grant, 2015

31. Best Paper Nominee. United States Association for Small Business and Entrepreneurship National Conference, Tampa, 2015
32. Co-Investigator: Beijing Social Sciences Foundation Grant # 15JGB062, July 2015 – June 2017 (PI: Huajing Li from Beijing Forestry University)
33. Co-Investigator: National Natural Science Foundation of China Grant # 71472185, January 2015 – December 2018 (PI: Hai Guo from Renmin University)
34. Co-Investigator: National Natural Science Foundation of China Grant # 71472159, January 2015 – December 2018 (PI: Wei Han from Southwest University of Political Science and Law).

2014

35. President's Research Fund, Saint Louis University, October 2014 – September 2015
36. Summer Research Award in Humanities, Saint Louis University, 2014
37. John Cook School of Business Dr. NoKyoon Kwak Research Award, 2014
38. Innovative Teaching Fellowship, Paul C. Reinert, S.J. Center for Transformative Teaching and Learning, Fall 2014 – Spring 2015
39. John Cook School of Business Summer Research Grant, 2014

2013

40. Finalist for the James H. Korn Scholarship of Teaching and Learning Award, 2013.
41. John Cook School of Business Summer Research Grant, 2013.
42. Best Empirical Paper Award. United States Association for Small Business and Entrepreneurship National Conference, San Francisco, 2013.

2012

43. Invited to the Carey-Darden-Leeds Entrepreneurship Scholars' Retreat in Boulder, CO, Oct. 19-21, 2012. (This is an invitation-only retreat that connects top entrepreneurship scholars from around the world.)
44. John Cook School of Business Summer Research Grant, 2012.
45. Recognized as professors who inspired excellence in the classroom by student athletes at the Department of Athletics Annual Straight A Luncheon, May 2012
46. Innovative Teaching Fellowship, Paul C. Reinert, S.J. Center for Teaching Excellence, Saint Louis University, Fall 2012—Spring 2013
47. Co-Investigator: National Natural Science Foundation of China Grant # 71102105/G021501, January 2012 – December 2014 (PI: Hai Guo from Renmin University).

2011

48. John Cook School of Business Summer Research Grant, 2011.

2010

49. John Cook School of Business Summer Research Grant, 2010.
50. John Cook School of Business Dr. NoKyoon Kwak Research Award, 2010.
51. Faculty Research Leave Award for Fall, 2010 (one among the 3 recipients out of 19 campus-wide proposals).
52. Co-Investigator: National Natural Science Foundation of China Grant # 70972145, January 2010 – December 2012 (PI: Qianwen Li from Nanjing Audit University).

2009

53. VOICES Faculty Fellowship in Ethics, Saint Louis University, 2009 (one among the six recipients out of 28 campus-wide proposals).
54. Emerald Literati Network Highly Commended Paper. *International Journal of Entrepreneurial Behavior and Research*, 2009.
55. Best Paper Award. Academy of Management Annual Meeting, Chicago, 2009.
56. Summer Research Award, Office of the Vice Provost for Research, Saint Louis University, 2009.
57. John Cook School of Business Summer Research Grant, 2009.
58. Coleman Foundation of Chicago Fellowship for Entrepreneurship Education, 2007-2009.

2008

59. John Cook School of Business Summer Research Grant, 2008.
60. Beaumont Faculty Development Fund, Office of the Vice Provost for Research, Saint Louis University, 2008.
61. Top 20 ET&P downloads from Wiley-Blackwell Synergy. *Entrepreneurship Theory and Practice*, 2008.
62. Best Paper Nominee. United States Association for Small Business and Entrepreneurship National Conference, San Antonio, 2008.
63. United States Association of Small Business and Entrepreneurship Scholarship Award, 2008.

Prior to 2007

64. Betty Loomis Distinguish Student Scholarship, Culverhouse College of Commerce, University of Alabama, 2006-2007.
65. The Minnie C. Miles HRM Endowed Graduate Award Scholarship, Culverhouse College of Commerce, University of Alabama, 2006-2007.
66. Award for International Travel, Culverhouse College of Commerce, University of Alabama, 2006.
67. Graduate Council Research/Creative Activity Fellowship, Graduate School, University of Alabama, 2006-2007.
68. Award for Dissertation Research, Culverhouse College of Commerce, University of Alabama, 2006.
69. Nominated for Spain Hickman Scholarship of the Rotary Club of Tuscaloosa for International Graduate Students, 2006.

70. Graduate Student Research Award, Graduate Student Association, University of Alabama, 2005.
71. Emily & Lee Bidgood Fellowship, Culverhouse College of Commerce, University of Alabama, 2005.
72. Summer Research Award, Culverhouse College of Commerce, University of Alabama, 2005.
73. Meritorious Achievement in Statistics by a Non-Major, Culverhouse College of Commerce, University of Alabama, 2005.
74. Graduate Student Travel Award, Graduate Student Association, University of Alabama, 2004.
75. High Honors Graduate Student, Governors State University, 2003.

PROFESSIONAL SERVICE

PDW/Track Chair

"Meet the Editorial Team of *Asia Pacific Journal of Management*," Professional Development Workshop, Academy of Management Annual Meeting, Seattle: August 2022

Paper Development Workshop, *Asia Academy of Management* & *Asia Pacific Journal of Management*: May, June, & July 2022

Entrepreneurship and Innovation Track – Southern Management Association (SMA) Annual Meeting, Savannah, GA: 2014

Tenure/Award Support Letter: Old Dominion University, 2017
Southern Illinois University Carbondale, 2017
University of Wisconsin, Parkside, 2018
York University, 2020
Missouri University of Science and Technology, 2021

Outside Evaluator for Research Grants Council (RGC) of Hong Kong: 2021, 2022

Outside Evaluator for Austrian Science Fund: 2017, 2018

Academic Committee Member

The Global Innovation and Entrepreneurship Conference

- Changchun, China: May 2015
- Tianjin, China: May 2017

Advisor to Commissioner of Neighborhood and Business Development for the City of Rochester, NY: 2014

Session Chair/Facilitator

- Asia Academy of Management Conference, Bali, Indonesia, 2019

- Academy of Management Annual Meeting – PDW on JBV as a Multidisciplinary Forum for Entrepreneurship Research on the Informal Economy, Boston, 2012.
- United States Association for Small Business and Entrepreneurship, San Antonio, 2008.
- Babson College Entrepreneurship Research Conference, Bloomington, 2006.
- Babson-Nankai International Symposium for Entrepreneurship Research, Tianjin, China, 2006.
- Southern Management Association Annual Meeting, Charleston, 2005.

Consortia/Workshops

- USASBE Workshop on Simulation Learning: St. Pete Beach, January 23-27, 2019.
- USASBE Workshops on Teaching without a Textbook and Experiential Exercises: Los Angeles, January 10-14, 2018
- Experiential Classroom: University of Florida, September 26-29, 2013
- Price-Babson Symposium for Entrepreneurship Educators (SEE): Babson College, May 28-June 1, 2012
- Academy of Management Entrepreneurship Division's Early Career Development Consortium: San Antonio, August 12, 2011
- Academy of Management Entrepreneurship Division – Junior Faculty Consortium, 2008.
- Academy of Management Entrepreneurship Division – Doctoral Consortium, 2006.
- Babson College Entrepreneurship Research Conference – Doctoral Consortium, 2006.
- Academy of Management Annual Meeting - New Doctoral Student Consortium, Honolulu, 2005.
- Southern Management Association Annual Meeting - Doctoral Consortium, San Antonio, 2004.

Ad Hoc Reviewer

Academy of Management Journal
Asia Pacific Journal of Management
Career Development International
Group and Organization Management
Journal of Business Ethics
Journal of Business Research
Journal of Management Studies
Journal of Strategy and Management
Management and Organization Review
MIT Sloan Management Review
R&D Management

Entrepreneurship Theory and Practice
International Journal of Entrepreneurial Behavior and Research
Journal of Business Venturing
Journal of Business Venturing Insights
Journal of Developmental Entrepreneurship
Journal of International Entrepreneurship
Journal of Small Business and Entrepreneurship
Journal of Small Business Management

New England Journal of Entrepreneurship
Strategic Entrepreneurship Journal

Academy of Management Annual Meetings
Asia Academy of Management Conference
International Association for Chinese Management Research
Southern Management Association Annual Meetings
United States Association for Small Business and Entrepreneurship

UNIVERSITY SERVICE

Early Career Faculty Mentorship Program (Chair), Chaifetz: 2021 – present
Friday Research/Teaching Seminar Series (Chair), Chaifetz: 2021 – present

- Initiated and Implemented Early Career Faculty Mentorship Program
- Coordinated Weekly Friday Seminar Series
- Organized One Inclusive Finale Event for Friday Seminar Series each semester:
    - Unconscious Bias in the Workplace and Classroom, Fall 2021
    - Modeling Inclusion, Spring 2022

Provost-Faculty Senate Gender Equity Committee: 2021 – present
Academic Honesty Committee: 2021 – present
Research and Scholarship Committee: July 2015 – present
Faculty Advisor for The Student Entrepreneurs Club: 2007 – 2022

28th Annual Graduate Research Symposium: Judge, April 2022
Teaching Innovation Award Committee: April 2022
Prospective Chinese Students Webinar: March 2022
Associate Dean Search Committee: 2022

Societal Impact Task Force: 2021 – 2022
Prospective Chinese Students Webinar: October 2021
Presidential Scholars Night: February 2021

Co-director for The Gateway Entrepreneurship Research Conference: 2008 – 2014
Search Committees for Management Department Faculty Positions
Admitted Students/Prospective Students/Presidential Scholars/Martin Luther King Jr. Scholarship Day
Annual Review, Promotion, and Tenure Task Force
EDBA Task Force
Undergraduate Board Committee
Campus Elevator Pitch Competition Judge
CBK Course Assessment
Faculty Senate
Peer Review for University Research Grants

COMMUNITY SERVICE

Moderator for Be Heard – Women in Leadership Conference: April 2022
Entrepreneurship Webinars for Immigrant and Refugee Entrepreneurs: November – December 2021
COVID 19 Vaccine Campaign for St. Louis Language Immersion School, December 2021 (here and here)

TEACHING AND OTHER WORK EXPERIENCE

2007 – Present: Saint Louis University, Saint Louis, MO
MGT 6000 Management
MGT 4910 Management Internship
MGT 4210 Business Plan Development
MGT 3200 Managing Ideas in Entrepreneurial Firms
MGT 3000 Management Theories and Practice
MGT 3200 H: Honors Managing Ideas in Entrepreneurial Firms
MGT 3000 H: Honors Management Theory and Practice

2003 – 2007: The University of Alabama, Tuscaloosa, AL.
MGT 386 Foundations of Entrepreneurship
MGT 341 Business Ethics
MGT 320 Leadership

2001 – 2003: Governors State University, University Park, IL. Computer Lab Assistant.
1999: University of Hong Kong – Visiting Scholar.
1996 – 2000: Tianjin Foreign Studies University, Tianjin, China – Instructor of English and International Business.
1994 – 2000: Radio Tianjin, Tianjin, China – News anchor, talk show host, translator, editor, D.J.
Interpreter for business delegations and sports teams from the U.S., Canada, Japan, Thailand, Italy, Germany, England, Spain, and Austria.