

Jintong Tang, Ph.D.

Associate Professor of Entrepreneurship and Management
Richard A. Chaifetz School of Business
Saint Louis University
3674 Lindell Blvd. St. Louis, MO 63108
Tel: 314-977-3811 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

2013 – Present	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

RESEARCH

Refereed Journal Publications

In Press

1. Baron, R.A., **Tang, J.**, Tang, Z., & Zhang, Y. Bribes as entrepreneurial actions: Why entrepreneurs – and especially underdog entrepreneurs – use them to obtain essential resources. *Journal of Business Venturing*.
2. Tang, Z., & **Tang, J.** Stakeholder corporate social responsibility orientation congruence, entrepreneurial orientation, and environmental performance of Chinese SMEs. *British Journal of Management*.

2017

3. **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.
4. 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.
5. 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: http://lawprofessors.typepad.com/laborprof_blog/2016/05/bodie-cherry-tang-and-mccormick-on-big-data.html)
6. Khan, S.A., & **Tang, J.** 2017. The paradox of human resource analytics: Being mindful of employees. *Journal of General Management*, 42(2): 57-66.
7. 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.
8. 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

9. **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.
10. 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.
11. 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.

12. 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.
13. 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.
14. 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

15. 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.
16. 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.
17. 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.
18. 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

19. **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.
20. 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.
21. 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

22. 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.
23. 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.
24. 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

25. **Tang, J.**, Kacmar, M., & Busenitz, L. 2012. Alertness in the pursuit of new opportunities. *Journal of Business Venturing*, 27(1): 77-94.
26. 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.
27. **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.
28. **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.
29. 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

30. 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.
31. 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

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

33. 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.
34. 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

35. **Tang, J.**, Kacmar, M., & Busenitz, L. 2009. A social cognition view of alertness in the discovery process of entrepreneurial opportunities. In George T. Solomon (Ed.), *Proceedings of the Annual Meeting of the Academy of Management*.
36. 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.
37. **Tang, J.** 2009. Exploring the constitution of entrepreneurial alertness: The regulatory focus view. *Journal of Small Business and Entrepreneurship*, 22(3): 221-238.
38. 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

39. **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**)
40. **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.
41. **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**).
42. 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

43. **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.
44. **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.
45. **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.

Visiting Appointments and Guest Lectures

May 2018	Lecture to DBA students University of Wisconsin, Whitewater.
2016 – 2019	Visiting Chair Professor & Academic Committee Member Business School, Nankai University, Tianjin, China
2016 – 2018	Visiting Professor Tianjin Foreign Studies University, Tianjin, China
2013 – 2016	Visiting Professor & Academic Committee Member Entrepreneurship Research Center, Nankai University, Tianjin, China

Doctoral Students Advised

- Birton J. Cowden – Ph.D. in International Business/Entrepreneurship (May 2014, Saint Louis University)
Initial Placement: University of Massachusetts, Amherst.
- Jie Yang – Ph.D. in International Business/Entrepreneurship (November 2016, Saint Louis University)
Initial Placement: University of Texas, Tyler
- Ludvig Levasseur – Ph.D. in Management Science (November 2016, Université Paris-Dauphine, PSL Research University, Paris, France)
Initial Placement: Max Planck Institute, Munich/Oklahoma State University
- Masoud Karami – Ph.D. in International Marketing (April 2018, University of Otago, Dunedin, New Zealand)
Initial Placement: Queenstown Resort College, Queenstown, New Zealand

Invited Presentations/Media Interviews

1. April 30, 2018. 2018's Best Large Cities to Start a Business
(<https://wallethub.com/edu/best-cities-to-start-a-business/2281/#jintong-tang>).

2. June 25, 2017. Nankai University, Tianjin, China.
3. June 22, 2017. Zhongshan University, Guangzhou, China.
4. July 1, 2016. Beijing Forestry University, Beijing, China.
5. June 28, 2016. Tianjin Foreign Studies University, Tianjin, China.
6. June 26, 2016. International Conference on Entrepreneurship Education (Keynote). Nankai University, Tianjin, China
7. February 19, 2016. The Law and Business of People Analytics Symposium. Saint Louis University School of Law.
8. July 17, 2014. Nankai University, Tianjin, China.
9. July 4, 2014. Zhongshan University, Guangzhou, China.
10. June 21, 2013. International Conference on Entrepreneurship Research in the Globalization Context (Keynote). Nankai University, Tianjin, China.
11. June 17, 2008. Tianjin Foreign Studies University, Tianjin, China.
12. October, 2002. *Human Services Awareness Day*. South Suburban College, Chicago.

Refereed Conference Presentations

2018

1. Karami, M., & **Tang, J.** 2018. *Entrepreneurial orientation and SME international performance*. Academy of Management Annual Meeting, Chicago.
2. 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**)
3. Guo, H., **Tang, J.**, & Wei, Z. 2018. *The roles of business ties and political ties in opportunity discovery*. Academy of Management Annual Meeting, Chicago.
4. **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.
5. 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.

2017

6. **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.

7. 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.
8. 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.
9. 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

10. 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.
11. 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.
12. 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.
13. 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.
14. 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

15. 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.
16. 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.

17. **Tang, J.** 2015. *Entrepreneurs' personal turbulence, scanning and search, and creative behavior*. United States Association for Small Business and Entrepreneurship National Conference, Tampa.
18. **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**)
19. 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.

2014

20. **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.
21. 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

22. **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.
23. 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.
24. 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.
25. 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**)
26. Guo, H., **Tang, J.**, & Cowden, B.J. 2013. *Organizational legitimacy vs. entrepreneurial orientation: Effects on new venture performance in China*. United States Association for Small Business and Entrepreneurship National Conference, San Francisco.

2012

27. Guo, H., Zhao, J., & **Tang, J.** 2012. *The role of top managers' human and social capital in business model innovation*. Southern Management Association Annual Meetings, Fort Lauderdale, Florida.
28. **Tang, J.**, & Tang, Z. 2012. *EO, stakeholder-firm power difference, and SMEs' product safety and quality in China*. Academy of Management Annual Meeting, Boston.

2011

29. **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.
30. Tang, Z., & **Tang, J.** 2011. *Stakeholder-firm power difference and SMEs' environmental performance in China*. Academy of Management Annual Meeting, San Antonio.
31. 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.
32. 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.
33. Khan, S.A., & **Tang, J.** 2011. *Disengagement of nascent entrepreneurs from the startup process*. Babson College Entrepreneurship Research Conference, Syracuse.

2010

34. 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.
35. 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

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

37. **Tang, J.**, & Baron, R.A. 2009. *Positive affect and new venture performance: Evidence for a curvilinear relationship*. Academy of Management Annual Meetings – Symposium on Psychological Determinants of Entrepreneurial Action, Chicago.
38. **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**).

2008

39. **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.
40. **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.
41. **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.
42. 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.
43. 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.
44. **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)
45. 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.
46. **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**).

2007

47. **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.
48. 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.
49. Tang, Z., **Tang, J.,** Zhang, Y., & Li, Q. 2007. *What are “entrepreneurial” strategies in China?* Academy of Management Annual Meeting, Philadelphia.
50. **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.
51. 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.
52. **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

53. **Tang, J.** 2006. *Testing an interactive model of entrepreneurial personality characteristics and munificence.* Southern Management Association Annual Meeting, Clearwater.
54. **Tang, J.** 2006. *Environmental munificence for entrepreneurs: Entrepreneurial alertness, self-efficacy & commitment.* Academy of Management Annual Meeting, Atlanta.
55. **Tang, J.** 2006. *Exploring the constitution of entrepreneurial alertness: The regulatory focus view.* Academy of Management Annual Meeting, Atlanta.
56. 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.
57. **Tang, J.,** & Khan, S.A. 2006. *Entrepreneurial environment, self-efficacy, alertness and commitment.* Babson-Nankai International Symposium for Entrepreneurship Research, Tianjin, China.

2005 and 2004

58. 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.
59. **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.
60. **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

2018

1. Recognized as professors who inspired excellence in the classroom by student athletes at the Department of Athletics Annual Straight A luncheon, May 2018
2. Chaifetz School of Business Teaching Innovation Award, 2018
3. Chaifetz School of Business Summer Research Grant, 2018
4. Sister Shirley Kolmer Memorial Grant, 2018

2017

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

2016

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

2015

13. Faculty Research Leave Award, Office of VP for Academic Affairs, Fall 2015
14. John Cook School of Business Dr. NoKyoon Kwak Three-Year Research Award, 2015
15. John Cook School of Business Summer Research Grant, 2015
16. Marquis Who's Who in America, 2015

17. Best Paper Nominee: *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, 2015
18. Co-Investigator: Beijing Social Sciences Foundation Grant # 15JGB062, July 2015 – June 2017 (PI: Huajing Li from Beijing Forestry University)
19. Co-Investigator: National Natural Science Foundation of China Grant # 71472185, January 2015 – December 2018 (PI: Hai Guo from Renmin University)
20. 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

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

2013

26. Finalist for the James H. Korn Scholarship of Teaching and Learning Award, 2013.
27. John Cook School of Business Summer Research Grant, 2013.
28. Best Empirical Paper Award: *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, 2013.

2012

29. 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.)
30. John Cook School of Business Summer Research Grant, 2012.
31. Recognized as professors who inspired excellence in the classroom by student athletes at the Department of Athletics Annual Straight A luncheon, May 2012
32. Innovative Teaching Fellowship, Paul C. Reinert, S.J. Center for Teaching Excellence, Saint Louis University, Fall 2012—Spring 2013
33. Co-Investigator: National Natural Science Foundation of China Grant # 71102105/G021501, January 2012 – December 2014 (PI: Hai Guo from Renmin University).

2011

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

2010

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

2009

- 39. VOICES Faculty Fellowship in Ethics, Saint Louis University, 2009 (one among the six recipients out of 28 campus-wide proposals).
- 40. Emerald Literati Network Highly Commended Paper: Environmental munificence for entrepreneurs: Entrepreneurial alertness and commitment. *International Journal of Entrepreneurial Behavior and Research*, 2009.
- 41. Best Paper Award: *A social cognition view of alertness in the discovery Process of entrepreneurial opportunities*. Academy of Management Annual Meetings, Chicago, 2009.
- 42. Summer Research Award, Office of the Vice Provost for Research, Saint Louis University, 2009.
- 43. John Cook School of Business Summer Research Grant, 2009.
- 44. Coleman Foundation of Chicago Fellowship for Entrepreneurship Education, 2007-2009.

2008

- 45. John Cook School of Business Summer Research Grant, 2008.
- 46. Beaumont Faculty Development Fund, Office of the Vice Provost for Research, Saint Louis University, 2008.
- 47. Top 20 ET&P downloads from Wiley-Blackwell Synergy: Exploring an inverted U-shape relationship between entrepreneurial orientation and performance in Chinese new ventures. *Entrepreneurship Theory and Practice*, 2008.
- 48. Best Paper Nominee: *Exploring the antecedents of entrepreneurial alertness: Interactions between individual and environmental characteristics*. United States Association for Small Business and Entrepreneurship National Conference, San Antonio, 2008.
- 49. United States Association of Small Business and Entrepreneurship Scholarship Award, 2008.

Prior to 2007

- 50. Betty Loomis Distinguish Student Scholarship, Culverhouse College of Commerce, University of Alabama, 2006-2007.

51. The Minnie C. Miles HRM Endowed Graduate Award Scholarship, Culverhouse College of Commerce, University of Alabama, 2006-2007.
52. Award for International Travel, Culverhouse College of Commerce, University of Alabama, 2006.
53. Graduate Council Research/Creative Activity Fellowship, Graduate School, University of Alabama, 2006-2007.
54. Award for Dissertation Research, Culverhouse College of Commerce, University of Alabama, 2006.
55. Nominated for Spain Hickman Scholarship of the Rotary Club of Tuscaloosa for International Graduate Students, 2006.
56. Graduate Student Research Award, Graduate Student Association, University of Alabama, 2005.
57. Emily & Lee Bidgood Fellowship, Culverhouse College of Commerce, University of Alabama, 2005.
58. Summer Research Award, Culverhouse College of Commerce, University of Alabama, 2005.
59. Meritorious Achievement in Statistics by a Non-Major, Culverhouse College of Commerce, University of Alabama, 2005.
60. Graduate Student Travel Award, Graduate Student Association, University of Alabama, 2004.
61. High Honors Graduate Student, Governors State University, 2003.

PROFESSIONAL SERVICE

Editorial Advisory Board

International Journal of Entrepreneurial Behavior and Research: 2009-present

Editorial Review Board

Asia Pacific Journal of Management: 2014 – present

Journal of Chinese Entrepreneurship: 2008 – 2012

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

Track Chair

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

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 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

Session Chair/Facilitator/Discussant

- 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 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.

Affiliations

- Academy of Management (AOM)
- Southern Management Association (SMA)
- United States Association for Small Business and Entrepreneurship (USASBE)
- International Council for Small Business (ICSB)

UNIVERSITY SERVICE

Research and Scholarship Committee: July, 2015 – present
Faculty Advisor for The Collegiate Entrepreneurs Organization (CEO): 2007 – 2015
Co-director for The Gateway Entrepreneurship Research Conference: 2008 – 2014

Admitted Students Day: April 16, 2018
Prospective Students Phonathon: February 28, 2018

Committee member for Leading for Creativity event: Spring & Fall, 2017

Volunteer at the professional development workshop for Chinese college administrators – Office of International Students Admissions: June 3, 2016
Martin Luther King Jr. Scholarship Weekend Program: March 18, 2016
John Cook School of Business Seminar Series: January 29, 2016

Organizing Committee Member for People Analytics Symposium: Spring, 2015 – Spring, 2016
Search Committee Co-Chair for the Entrepreneurship/Strategy Position: Summer & Fall, 2015
Annual Review, Promotion, and Tenure Task Force: Spring & Summer, 2015
John Cook School of Business CBK Course Assessment: May, 2015
Presentation at Learning Studio Symposium: April 24, 2015
John Cook School of Business Seminar Series: April 17, 2015
Peer Review for Beaumont Faculty Development Fund: February, 2015
Prospective Students Phonathon: February 24 & March 2, 2015

Faculty Advisor for Visiting Scholar Huajing Li: Fall, 2014 – Summer, 2015
EDBA Task Force: Fall, 2014 – Spring, 2015
John Cook School of Business CBK Course Assessment: May, 2014
Coordinator and Host for Nankai University's Visit: May, 2014

John Cook School of Business Seminar Series: April 4, 2014
Prospective Students Phonathon: March 4, 2014

China Collaboration Group: Spring, 2013
Peer Review for President's Research Fund: July, 2013
John Cook School of Business Research Award Committee: April, 2013

Online Clery Act Training Class for Campus Security Authorities: August, 2012
John Cook School of Business Seminar Series: April 27, 2012
John Cook School of Business Research Award Committee: April, 2012
Prospective Students Phonathon: March 5-6, 2012
John Cook School of Business Undergraduate Board Committee Member: Spring, 2012

Campus Elevator Pitch Competition Judge: October, 2011
Departmental Retreat, Department of Management: August 25, 2011.
John Cook School of Business CBK Course Assessment: May, 2011
John Cook School of Business Research Award Committee: April, 2011
On-line Chat Recruiting Event: March 8, 2011

Campus Elevator Pitch Competition (iChallenge) Judge: Fall, 2010
John Cook School of Business CBK Course Assessment: May, 2010
Martin Luther King Scholarship Weekend: March 19, 2010
Integrating Mentoring and Advising for Student Success: March 17, 2010
Faculty Senate: 2009-2010

Entrepreneurial Alumni Hall of Fame Judge: September, 2009
Academic Portfolio Retreat: April 17-18, 2009
Martin Luther King Scholarship Weekend: March 30, 2009
Presidential Scholarship Weekend: February 27, 2009

Marvelous Monday Recruiting Event: November 3, 2008
Idea-to-Product (I2P) Campus Wide Competition Judge: October, 2008
Management Department Mentoring Event: April, 2008
Martin Luther King Scholarship Weekend: March, 2008
Prospective Students Phonathon: March, 2008
Entrepreneurial Alumni Hall of Fame Judge: September, 2007

TEACHING AND OTHER WORK EXPERIENCE

2007 – Present: Saint Louis University, Saint Louis, MO
MGT 480 Management Internship
MGT 421 Business Plan Development
MGT 320 Managing Ideas in Entrepreneurial Firms
MGT 300 Management Theories and Practice
MGT 320 H: Honors Managing Ideas in Entrepreneurial Firms

MGT 300 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.