

## HELI WANG

Janice Bellace Professor of Strategic Management  
Strategy & Organization  
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### ACADEMIC EXPERIENCE

Jul 2018- Janice Bellace Professor of Strategic Management  
Jul 2016 – 2018 Lee Kong Chian Professor of Strategic Management  
Aug 2022- Dean, College of Graduate Research Studies, Singapore Management University  
Mar 2020-2022 Dean, Post-Graduate Research Programs, Singapore Management University  
Jul 2016 – Jun 2019 Area Coordinator, Strategy & Organization, Singapore Management University  
Jul 2014 – 2018 Professor, Strategy & Organization, Singapore Management University  
Jan 2012 – Jun 2014 Associate Professor, Strategy & Organization, Singapore Management University  
Jan 2009 – Dec 2011 Associate Professor, Department of Management, HKUST.  
July 2002 – Dec 2008 Assistant Professor, Department of Management, HKUST.

### EDUCATION

1998-2002 Fisher College of Business, Ohio State University, Columbus, Ohio, USA  
*Ph.D. in Strategic Management (Minors: Economics and Finance)*

### RESEARCH INTEREST

- Resource-Based Theory of the Firm and Employee Governance
- Strategic Human Capital
- Stakeholder Theory and Corporate Social Responsibility
- Sustainability and Business Ethics
- Knowledge and Innovation

### REFEREED JOURNAL PUBLICATIONS

- Li, Z., Gomulya, D., Wang, H. *Forthcoming*. Trading with the enemy: A coopetitive perspective of resource exchange at arm's length. *Strategic Management Journal*

- Wu, W., Wang, H., Tong, L., Zhang, Y. *Forthcoming*. Tailored adaptation: Aligning social issue engagement with types of legitimacy challenges. *Strategic Management Journal*
- Yu, Q., Cuypers, I., Wang, H. 2024 online. A tale of two signals: Partner CSR, CSiR and alliance formation. *Academy of Management Journal*. \*Authors contributed equally.
- Yang, X., Wang, H., & Zhou, X. 2025. Geographic distance and state's grip: Information asymmetry, state inattention and firm implementation of state policy. *Journal of Management*: 51(2).
- Sullivan, B.N., Mao, K. & Wang, H. 2023. Constrained by localized attention focus: The negative effect of firm-specific knowledge on exploratory firm innovation. *Management and Organization Review*. 19 (6): 1104-1126.
- Xia, J., Jiang, Y., Wang, H., Li Y. 2023. Rule violation and time-to-enforcement in weak institutional environments: A good faith perspective. *Journal of Management* 49(8), 2549-2594.
- Wan G., Wang, H., Geng X., and Huang, K. 2023. Natural disasters and corporate philanthropy: A double movement perspective. *Management and Organization Review*, 19(1): 98-137
- Wang H., Jia M., Xiang Y., Lan Y. 2022. Social performance feedback and firm communication strategy. *Journal of Management*, 48 (8): 2382-242
- Wang H., Jia M., Zhang Z. 2021. Good deeds done in silence: Stakeholder management and quiet giving by Chinese firms. *Organization Science*. 32(3): 527-908.
- Amis, J., Barney, J., Mahoney, J.T., Wang, H. 2020. From the editors: Why we need a theory of stakeholder governance – and why this is a hard problem. *Academy of Management Review*. 45(3): 499-503.
- Zhou N., Wang H. 2020. Foreign subsidiary CSR as a buffer against parent firm reputation risk. *Journal of International Business Studies*. 51: 1256–1282.
- Tong, L., Wang, H., Xia, J. 2020. Stakeholder preservation or appropriation? The influence of target CSR on market reactions to acquisition announcement. *Academy of Management Journal*. 63(5): 1535–1560.
- Zhang Y., Wang H., Zhou X. 2020. Dare to be different? Conformity vs. differentiation in corporate social activities of Chinese firms and market responses. *Academy of Management Journal*. 63(3): 660–684.
- Lu, J., Liang, XJ., Wang, H. 2020. Geographic influences on the relationship between corporate philanthropy and corporate financial performance. *Regional Studies*. 54(5): 660-676.
- Wang H., Gibson G., Zander U. 2020. Editors' comments: Is research on corporate social responsibility undertheorized? *Academy of Management Review*. 45(1): 1-6.
- Wang, H., Zhao, S., & Chen, G. 2017. Firm-specific knowledge assets and employment arrangements: Evidence from CEO compensation design and CEO dismissal. *Strategic Management Journal* 38: 1875–1894.

- Huang, K G., Geng, X, Wang, H. 2017. Institutional regime shift in intellectual property rights and patenting strategies of firms in China. *Organization Science*. 28(2):355-377.
- Qian, C., Wang, H., Geng, XS, Yang, X. 2017. Rent appropriation of knowledge assets and firm performance in weak institutions. *Strategic Management Journal* 38(4):892-911.
- Wang, H., Tong, L., Takeuchi, R., George, G. 2016. Corporate social responsibility: An overview and new research directions. *Academy of Management Journal*. 59(2): 1-11.
- Wang, H., Zhao, S., & He, J. 2016. Exogenous increase in takeover protection and firm knowledge accumulation strategy. *Strategic Management Journal*. 37(12): 2393–2412.
- Cuypers, I., Koh, P.S., Wang, H. 2016. Sincerity in corporate philanthropy, stakeholder inferences and firm value. *Organization Science*. 27(1):173-188. \*Authorship in alphabetical order.
- Wang, H., Choi, J., Wan, G, & Dong, J. 2016. Effects of organizational slacks on the rent-generating potential of firm-specific knowledge resources. *Journal of Management*. 42 (2), 500-523
- Luo, X., Wang, H., & Raithel, S. 2015. Corporate social performance, analyst stock recommendations, and firm future returns. *Strategic Management Journal*. 36(1): 123–136
- Koh, P. S., Qian, C. & Wang, H. 2014. Firm litigation risk and the insurance value of corporate social performance. *Strategic Management Journal*. \*Authorship in alphabetical order. 35(10): 1464-1482.
- Wang, H. & Choi, J. 2013. A new look at the corporate social–financial performance relationship: The moderating roles of temporal and inter-domain consistency in corporate social performance. *Journal of Management*. 39(2): 416-441.
- Wang, H. & Wong, E. 2012. The effect of managerial bias on employees' specific human capital investments. *Journal of Management Studies*. 49 (8): 1435-1457.
- Wang, H. & Qian, C. 2011. Corporate philanthropy and corporate financial performance: The roles of stakeholder response and political access. *Academy of Management Journal*. 54 (6): 1159-1181.
- Wang, H., & Chen, WR. 2010. Firm-specificity in technological innovation and rent appropriation: The roles of environmental dynamism and technological diversity. *Research Policy*. 39(1): 141-154.
- He, J., & Wang, H. 2009. Innovative knowledge assets and economic performance: The asymmetric roles of incentives and monitoring. *Academy of Management Journal*. 52(5): 919-938. Authorship in alphabetical order.
- Wang, H., He, J., & Mahoney, J. 2009. Firm-specific knowledge resources and competitive advantage: The roles of economic- and relationship-based employee governance mechanisms. *Strategic Management Journal*. 30: 1265-1285.
- He, J., Mahoney, J. & Wang, H. 2009. Firm capability, corporate governance, and firm competitive behavior: A multi-dimensional framework. *International Journal of Strategic Change Management*, 1: 293-318.

- Choi, J., & Wang, H. 2009. Stakeholder relations and the persistence of corporate financial performance. *Strategic Management Journal*. 30: 895-907.
- Wang, H., & Li, JT. 2008. Untangling the effects of over-exploration and over-exploitation on organizational performance: The moderating role of environmental dynamism. *Journal of Management*. 34: 925-951.
- Wang, H., & Lim, S. 2008. Real options and real value: The role of employee incentives to make specific knowledge investments. *Strategic Management Journal*. 29: 701-721.
- Wang, H., Choi, J., & Li, JT. 2008. Too little or too much? Untangling the relationship between corporate philanthropy and firm financial performance. *Organization Science*. 19(1): 143-159.
- Choi, J. & Wang, H. 2007. The promise of a managerial values approach to corporate philanthropy. *Journal of Business Ethics*. 75: 345-359. *Authorship in alphabetical order*.
- Takeuchi, R., Lepak, DP, Wang, H., & Takeuchi, K. 2007. An empirical examination of the mechanisms mediating between high performance work systems and the performance of Japanese organizations. *Journal of Applied Psychology*. 92: 1069-1083.
- Lim, S., & Wang, H. 2007. The effect of financial hedging on the incentives for corporate diversification: The role of stakeholder firm-specific investments. *Journal of Economic Behavior & Organization*. 62(4): 640-656. *Authorship in alphabetical order*.
- Wang, H., & Barney, JB. 2006. Employee incentives to make firm specific investment: Implications for resource-based theories of corporate diversification. *Academy of Management Review*. 31 (2): 466-476.
- Wang, H., Barney, JB. & Reuer, J. 2003. Stimulating firm-specific investment through risk management. *Long Range Planning*. 36(1): 49-59.

## REFEREED CONFERENCE BEST PAPERS AND PROCEEDINGS

- Xie, L., Wang, H. 2025. The effect of mandatory CSR regulations on corporate irresponsible behaviors. Best Paper Prize Nomination, 2025 *Strategic Management Society* (SMS) Annual Conference.
- Liu, W., Wang, H., & Hitt, M. 2015. Earnings pressure and corporate philanthropy: The influence of security analysts and foreign exposure. *Academy of Management Annual Meetings*, Vancouver.
- Wang, H., & Chen, WR. 2006. Firm-specificity in technological innovation and rent appropriation: The roles of environmental dynamism and technological diversity. *Academy of Management Annual Meetings*, Atlanta. BPS Division Proceedings.
- Wang, H., Choi, J., & Li, JT. 2005. Does greater corporate philanthropy lead to higher corporate financial performance? A stakeholder response perspective. *Academy of Management Annual Meetings*, Hawaii: SIM Division Proceedings. *SIM Division Best Paper Award Winner*.

- Wang, H. 2003. Employee incentives for rent generation: The role of risk to core resource value. *Academy of Management Annual Meetings*. Seattle BPS division Proceedings.
- Wang, H., & Lim S. 2001. Firm risk management policies: Financial hedging and corporate diversification. *Academy of Management Annual Meetings*, Washington D.C. BPS Division Proceedings.

## BOOKS CHAPTERS PUBLICATIONS

- Peng, M.W., & Wang, H. 2002. An intermediation-based view of entrepreneurship. In Hitt, M., Amit, R., Lucier, C., Nixon, R. & Torsilieri, J. (eds.), *Strategies in the Entrepreneurial Millennium*. Cambridge: Blackwell.
- Wang, H., & Reuer, J. 2006. Risk reduction through acquisitions: The roles of firm-specific investments and agency hazards.” In Cooper, C. L., Finkelstein, S. (des.), *Advances in Mergers and Acquisitions*. Volume 5: 25-49.

## TEACHING CASES

- SMU-24-0009: Wang, H. Bhattacharya, L. Is *Rice Climate's Next Petrol? Sustainability at Loc Troi Vietnam*
- SMU-23-0022: Wang, H. Su, M., Lim, C. *Food from the Heart's Digital Transformation Journey: Change Strategy and Leadership*
- SMU-23-0021: Wang, H., Lau, C., Bhattacharya L. *Banyan Tree Group: Sustainability through Shared Value*
- SMU-22-0026: Wang H., Bhattacharya L. *Ant Group backed MYbank: People, Planet, Profit in Rural China*
- SMU-20-0040: Wang H.; Mittal S. *Hayman Microfinance: CSR in Myanmar*
- SMU-19-0041: Wang H.; Mittal S.; Lai A. *Bettr Barista: A Shot at Better Lives*.
- SMU-19-0004A-C: Wang H; Cheah SM; He B; Zhang H. *The Corporate Social Responsibility of TQLS Group in the Liangshan Prefecture (A), (B) & (C)*

## EDITORIAL SERVICES

- *Area Editor. Journal of International Business Studies*. July 2025 - present
- *Co-Editor. Journal of Management Studies special issue on Property Rights Theory, forthcoming 2026 (with S. Alvarez, N. Foss, W. Hesterly, K. Liu, G. Markman, J. Reuer, and S. Fainshmidt).*
- *Invited Handling Editor, Academy of Management Review: 2020 - present*
- *Associate Editor, Academy of Management Review: 2017-2020*

- *Associate Editor, **Academy of Management Journal**: 2013 – 2016*
- *Consulting Editor, **Management & Organization Review**: Jan 2012 – Sept 2013*
- *Editorial Review Board, **Strategic Management Journal**: 2007- 2013*
- *Editorial Review Board, **Journal of Business Research**: 2007- 2010*
- *Editorial Review Board, **Strategic Organization**: Jan 2011 – July 2013*
- *Editorial Review Board, **Management & Organization Review**: Jan 2010 –Dec 2011*

## SELECTED OTHER PROFESSIONAL SERVICES

### Board roles:

- *Representative-at-Large, **Board of Governors, Academy of Management**, 2024 – present*
- *Director-at-Large, **Board of Directors, Strategic Management Society**, 2019-2022*

### Conference leadership & key roles:

- *Co-organizer. **SMS special conference Stakeholder governance: New implications for organizations and society**. Hong Kong, June 28-30, 2026*
- *Co-organizer. **SMS special conference Strategies for Sustainable Human Development**. Washington DC., 2024*
- *Co-Organizer. **BPS Mid-Career Consortium**. Academy of Management 2023 and 2024*
- *Co-Director, **Annual Doctoral Workshop**, Strategic Management Society, Minneapolis, 2019*
- ***Chair- Corporate Strategy IG**, Strategic Management Society, Denver, 2015*
- ***Program Chair - Corporate Strategy IG**, Strategic Management Society, Madrid, 2014*
- ***Associate Program Chair - Corporate Strategy IG**, Strategic Management Society, Atlanta, 2013*

### Others

- *Panelist, **BPS Junior Faculty Consortium**, Academy of Management, Boston, 2023*
- *Panelist, **PDW - Research Frontiers in Nonmarket Strategy** Academy of Management, Boston, 2023*
- *Organizer. **Strategic Management Society China Forum**, Webinar on “SMS Journal Editors on Research Publication for Chinese Scholars”, October 2021*
- *Panelist. On-line panel on **The Role of MNCs in Tackling Global Sustainability Challenges**, Academy of Management. August 2021.*
- *Panelist. On-line panel on **Firm-Specificity in Human Capital**, Strategic Management Society, Strategic Human Capital IG, April 2021*
- *Panelist, **Meeting the Editors** session, **BPS Junior Faculty Consortium**, Academy of Management. Chicago, 2018*

- *Plenary Panel Presentation on **Strategic Human Capital**, Strategic Management Society, Milan, Italy, 2017*
- *Panelist, PDW - **Research Frontiers in Nonmarket Strategy** Academy of Management, Atlanta, 2017*
- *Panelist, **BPS Junior Faculty Consortium**, Academy of Management, Atlanta, 2017*
- *Track Chair – **Strategic Human Capital and Human Resources**, Strategic Management Society, Milan, Italy, 2017*
- *Chair of 2013 **William H. Newman Award for Best Paper Based on a Dissertation**, Academy of Management, Orlando 2013*
- *Representative-at-Large - **Corporate Strategy and Governance IG**, Strategic Management Society 2011-2012*
- *Track Chair, **Strategic Management Society Singapore Conference**, June 2012.*

## TEACHING

### Masters Programs:

- **Ethics and Corporate Social Responsibility.** 2020, 2021, 2022, 2023

### EMBA:

- **Corporate Social Responsibility.** Executive MBA course. 2018-2020

### MBA:

- **Global Strategy** (SMU). 2016, 2017
- **Strategic Management in China** (SMU). 2013, 2014, 2015
- **Strategic Management** (HKUST). 2009
- **Strategic Management in China** (HKUST). 2006-2010

### Ph.D.

- **Seminar in Strategic Management** (SMU). 2016 - present
- **Seminar in Strategic Management** (HKUST). 2010, 2011.

### DBA and Executive Training:

- **SMU/CKGSB DBA and SMU/ZJ U DBA;** Sessions on Research Methods; since 2022
- **Hainan Executive Development Program:** Strategic Mgmt, September 2007-2010
- **53d Chinese Senior Civil Servants Seminar Series in Econ. & Mgmt.** June 2008.
- **China Pearl River Water Resources Committee:** Modern Management and Strategy. August 2007; Jan 2011; August 2011
- **Shenzhen Small/Medium Enterprises:** Strategic Mgmt, June 2010

### Undergraduate:

- *International Business* (SMU)
- *Strategic Management in China* (HKUST, SMU).
- *Corporate Strategy* (HKUST).
- *Strategic Management* (Ohio State U.)

## PROFESSIONAL MEMBERSHIPS

- *Academy of Management*
- *Strategic Management Society*
- *Academy of International Business*

## AWARDS AND OTHER ACTIVITIES

- Co-PI. Singapore Ministry of Education (MOE) Academic Research Fund (AcRF) Tier 2 Grant, 2019–22 (MOE2018-T2-1-181). Project Title: How to Persuade the "Crowd" to Support Your Entrepreneurial Venture. Amount: SG\$350,000
- Collaborator, SMU Societal Challenge Capacity Building Fund (Grant approval no.: SC-RCB-2018-004). Project title: Consumer-led Innovation in Networked Communities. 2019-19. Amount: SG\$170,000
- Janice Bellace Professorship, 2018-
- Lee Kong Chian Professorship, 2016 -2018
- Academy of Management, **Best Paper Proceedings**, 2015 Vancouver
- SMU SKBI research fund 2013
- SMU Internal Research fund 2013, 2014
- HKUST RPC research award, 2007-2008.
- Academy of Management, **Division Best Paper Award** winner. SIM. 2005 Hawaii.
- Hong Kong RGC (Research Grant Council) research award, 2003 - 2004.
- Strategic Management Society **Booz Allen Hamilton / SMS** Fellow for Best Ph.D. Conference Paper, 2001.
- Ohio State University Graduate Student **Alumni Research Award**, 2001.
- Ohio State University Council of Graduate Students 15th annual **Edward F. Hayes Graduate Research Forum**, Finalist, 2001.