

CYNDI MAN ZHANG

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ACADEMIC POSITION

July 2012- Assistant Professor of Strategic Management
Lee Kong Chian School of Business
Singapore Management University

EDUCATION

2012 Ph. D. in Management
INSEAD, Fontainebleau, France

2007 B. A. in Business Administration
Peking University, Beijing, China

RESEARCH INTERESTS

Coalitions; learning and decision-making; institutional logic; innovation

PUBLICATIONS

Zhang, Cyndi Man. Forthcoming in 2020. "Mergers and Acquisitions as Strategic Decisions for a Decision-Making Theory." In Finkelstein, S. and Cooper, C. L (Eds.), *Advances in Mergers and Acquisitions*, Volume 19. Bingley, UK: Emerald.

Zhang, Cyndi Man., and Greve, Henrich. R. 2019. Dominant Coalitions Directing Acquisitions: Different Decision Makers, Different Decisions. *Academy of Management Journal*, 62 (1): 44-65.

Jia, Nan., Huang, Kenneth G., and **Zhang, Cyndi Man.** 2019. Public Governance, Corporate Governance, and Firm Innovation: An Examination of State-Owned Enterprises. *Academy of Management Journal*, 62 (1): 220-247.

Zhang, Cyndi Man, and Greve, Henrich. R. 2018. Delayed Adoption of Rules: A Relational Theory of Firm Exposure and State Cooptation. *Journal of Management*, 44 (8): 3336-3363.

Greve, Henrich. R., and **Zhang, Cyndi Man**. 2017. Institutional Logics and Power Sources: Merger and Acquisition Decisions. *Academy of Management Journal*, 60 (2): 671-694.

Jia, Nan, Huang, Kenneth G. and **Zhang, Cyndi Man**. 2015. Agency Incentives and Firm Innovation: Patenting Behavior of State-owned Firms in China. *Academy of Management Proceedings*, 2015: 1, 13758.

AWARDS

Outstanding Editorial Board Member of *Management and Organization Review*, 2018

Lee Kong Chian School of Business Dean's Teaching Honour List, 2017

Finalist of the best paper award at IACMR conference, 2016, Hangzhou, China. "You can't hide? Firm misconduct, name change, and recovery of audience evaluations."

Winner of the Best paper of the DRUID Asia Conference, 2016, Singapore. "State Capitalism, Agency Risk, and Firm Innovation: Evidence from State-Owned Enterprises in China."

Best papers of the TIM division, the Annual Academy of Management Conference, 2015, Vancouver. "Agency Incentives and Firm Innovation: Patenting Behavior of State-owned Firms in China."

INVITED PRESENTATION

"Multiple Institutional Fields and Choice of Priority: CEO Past Experience and Future Career Concern", AMJ Paper and Idea Development Workshop, Nanyang Business School, March, 2019

"Managerial Learning from Coalitions: Myopic Search for Acquisition Targets", ESSEC Research Workshop on "The Nexus of Business and Government in the Global Economy", February, 2019

"When a Performance Goal Meets an Institutional Goal: A Study of Board Committee Adoption", Shanghai University of Finance and Economics, Strategy Summer Workshop, June, 2018

CONFERENCE PRESENCE

Speaker of Professional Development Workshop "Mergers & Acquisitions: Research, Practice & Teaching". (Organized by Quy Huy and Taco Reus). Academy of Management Annual Meeting, Chicago, 2018.

Organizer of Presenter Symposium “Performance and Aspiration Levels: Investigating the Underlying Processes”, with participants Daniel Levinthal, Claus Rerup, John Joseph, Vibha Gaba, and Henrich Greve. Academy of Management Annual Meeting, Chicago, 2018.

Organizer of Doctoral Consortium, IACMR Biannual Conference, Wuhan, 2018.

Coordinator and Facilitator of Plenary Talk “Features of the New Economy”, with speakers Gary Dushnitsky, Dovev Lavie, Alfonso Gambardella, and Henrich Greve. Strategic Management Society Special Conference, Oslo, 2018.

Present paper “The Dominant Logic of Matching: Finding Acquisition Targets”. Academy of Management Annual Meeting, Atlanta, 2017.

Present paper “Asymmetric Effects of Agency Risk on Firm Innovation: An Examination of State-Owned Enterprises”. Strategic Management Society Special Conference, Milan, 2017.

MEDIA COVERAGE

Zhang, Cyndi Man., and Greve, Henrich R. “Board directors are supposed to have broad knowledge, but are they also narrow experts?”. LSE Business Review, August 7th, 2018. <http://blogs.lse.ac.uk/businessreview/2018/08/06/board-directors-are-supposed-to-have-broad-knowledge-but-are-they-also-narrow-experts/>

Greve, Henrich R., and Zhang, Cyndi Man. “The strategic science of delayed compliance”. Forbes India, January 18th, 2017. <http://www.forbesindia.com/article/insead/the-strategic-science-of-delayed-compliance/45449/1>

Greve, Henrich R., and Zhang, Cyndi Man. “How Chinese firms reacted when told to change their share ownership structures” LSE Business Review, November 1st, 2016. <http://blogs.lse.ac.uk/businessreview/2016/11/01/how-chinese-firms-reacted-when-told-to-change-their-share-ownership-structures/>

Greve, Henrich R., and Zhang, Cyndi Man. “Chinese managers used to state control have a hard time acting as capitalists: Decision-makers act on their experience” LSE Business Review, May 13th, 2016. <http://blogs.lse.ac.uk/businessreview/2016/05/13/chinese-managers-used-to-state-control-have-a-hard-time-acting-as-capitalists/>

EDITORIAL POSITIONS

Editorial Review Board	<i>Academy of Management Journal</i> (2019-)
Editorial Review Board	<i>Management and Organization Review</i> (2014-)
Ad hoc Review	<i>Administrative Science Quarterly</i> (2016-)
Ad hoc Review	<i>Strategic Management Journal</i> (2012-)
Ad hoc Review	<i>Organization Science</i> (2012-)

TEACHING

Instructor, MGMT102: Strategy	(2016 Jan-now)
Instructor, MGMT002: Technology and World Change	(2013 Jan- 2015 May)
Lecturer, MBA Elective Curriculum: China Strategy INSEAD, Singapore	(2011)
Teaching assistant, MBA core curriculum: Strategy INSEAD, Singapore	(2011)

SERVICE

Ph.D. Recruitment Committee	(2017 Jan-now)
Academic advisor for the Strategy Major	(2015 Aug-now)
Seminar co-coordinator for the area	(2013-2015 Jul)