

HE Bei, Daisy

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EDUCATION

Singapore Management University, Lee Kong Chian School of Business

Ph.D. in Strategy & Entrepreneurship

2026 (expected)

Committee: Ilya Cuypers (chair), Daphne Yiu, Liang Chen

Dissertation: How do ESG ratings affect decision-making in M&As?

Waseda University, Waseda Business School

M.S. in International Business and Management

2021

Advisor: Jesper Edman

South-central University for Nationalities

B.A. in Economics

2012

RESEARCH INTERESTS

ESG Ratings, Corporate Political Activities, Biz-Gov relationship, M&A, Reputation, Status, Misconduct

PUBLICATIONS

[1] KOTHA, R., APPASAMY, L., JOSHI, H., & HE, B. (2024). Safe in India: Casting light on the dark side of workers' safety in the automotive industry.

[2] Yang, X., He, B., Wang, L., Yu, M., & Zhu, F. (2021). Enabling projects for strategic implementation: Role of designated project manager in CEO-TMT interface during project front-end investment decisions. *International Journal of Project Management*.

WORK IN PROGRESS

[3] Edman, J., Yamanoi, J., & He, B. Nationalism, Entry Mode, and Foreign Subsidiaries' Survival [Preparation for submission]

[4] HE, B., Cuypers, I.R. Multiple CSR Signals and Strategic Decision-making in Cross Border Acquisitions. [Preparation for manuscript]

[5] HE, B., Cuypers, I.R. *ESG Ratings' Divergence and Firm Evaluation in M&As* [Data analysis]

[6] HE B. Catch You or Protect You? Regulator's Common Risk in Anti-money Laundering. [Data collection]

[7] HE B. Digitalization as a tool for control: a case study in a Chinese Multinational Firm. [Data collection/analysis/writing; 19 interviews been done]

PRESENTATIONS

- **He B.** Catch You or Protect You? Regulator's Common Risk in Anti-money Laundering. Strategic Management Society Annual Meeting (Istanbul, Türkiye). October 2024
- Edman, J., Yamanoi, J., & **He, B. D.** (2023). Nationalism, Entry Mode and Foreign Subsidiary Survival. Academy of Management Annual Meeting (Boston, US). August 2023
- **He, B.**, Edman, J., & Yamanoi, J. (2020). Entry Mode Still Matters: A Replication and Extension of Shaver's (1998) Endogeneity Thesis. Academy of Management Annual Meeting (Virtual). August 2020

WORKSHOPS & SEMINARS

- Professional Development Workshop & Annual Symposium Hosted by The Oxford University Centre for Corporate Reputation. Accepted to attend, August 2024.
- BizGov Research Workshop in ESSEC Business School. As replacement discussant, March 2024.

AWARDS & GRANTS

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| • ASEAN Business Research Initiative Grant 8,000 SGD | 2022 |
| • Singapore Management University Ph.D. Fellowship | 2021 |
| • Azusa Ono Memorial Scholarship | 2019 |
| • National Encouragement Scholarship | 2010 |
| • Professional First-class Scholarship | 2009 |

TEACHING

Teaching Assistant – Singapore Management University

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| 2024 | Strategic Management, MBA course (Prof. Ilya Cuypers) |
| 2024 | International Business, Undergraduate core course (Prof. Daphne Yiu) |
| 2023 | Business Research, DBA course (Prof. Roy Chua) |
| 2023 | Strategy, Undergraduate core course (Prof. Liang Chen) |

INDUSTRY EXPERIENCE

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| 2019 | UNIQLO (Tokyo, Japan) , Sales Assistant |
| 2012-2018 | GD Midea Air-conditioning Equipment Co., LTD , Overseas Sales Manager |

OTHERS

Language: Mandarin (Native); English (working proficiency, GMAT 750); Japanese (studying proficiency, JLPT-N1).

Data management and statistical software: Stata, Python, Atlas ti.