

ACADEMIC QUALIFICATIONS

Ph.D., Business Administration, University of Tennessee; Knoxville, TN 2016

Dissertation Committee: Franz Kellermanns, Lane Morris, Tim Munyon, Garriy Shteynberg

Dissertation Topic: Psychological Microfoundations of Family Firm Behavior

Major: Organizations and Strategy

Concentration: Entrepreneurship

Minor: Psychology

M.B.A., Business Administration, Appalachian State University; Boone, NC 2011

Thesis Committee: Scott Hayward, Robin Byerly, Dan Meyer

Thesis Topic: Successor Influence in Family Business Succession

Concentration: General Management

B.S.B.A., Management, Appalachian State University; Boone, NC 2009

Concentration: Entrepreneurship

HONORS AND AWARDS

2016 Best Family Business Paper Award, Academy of Management Entrepreneurship Division

2016 Chancellor's Citation Award for Extraordinary Graduate Student Teaching, University of Tennessee

2nd Place Winner, 2015 ACEI Entrepreneurship Research Proposal Competition, University of Tennessee

Finalist (1 of 2), 2015 Stahl & Bounds Outstanding Graduate Student Research Award, University of Tennessee

Nominee, 2015 Jimmy and Ileen Cheek Graduate Student Medal of Excellence, University of Tennessee

Haslam College ESPN Academic Scholarship (\$10,000 each year, 2012-2016), University of Tennessee

Diversity Scholars Academic Scholarship (\$2,000 each year, 2007-2011), Appalachian State University

2009 magna cum laude Honors (Top 5% GPA in Walker College of Business), Appalachian State University

Weddington German Club Merit Scholarship (\$2,000), Appalachian State University

RESEARCH

Research Interests: Entrepreneurship, Family Business, Emotion, and Social Dynamics

Publications

Jiang, D.S., & Munyon, T.P. (2016) "More Than A Feeling: The Promise of Experimental Approaches for Building the Affective and Cognitive Microfoundations of Family Firm Behavior." In ***Routledge Companion to Family Business***.

Jiang, D.S., Hayward, S.D., & Morris, M.L. "Raising Entrepreneurs: Can Parenting Style Amplify Entrepreneurial Intentions and Behaviors?" *Conditionally Accepted at International Journal of Management and Enterprise Development*.

Research in Progress

Jiang, D.S., Kellermanns, F.W., & Morris, M.L. "Towards Family Firm Micro-foundations: A Theoretical Integration and Research Agenda for Research on Socioemotional Resources and Socioemotional Wealth in Family Firms" Revise and Resubmit at ***Family Business Review***.

Hayward, S.D. & **Jiang, D.S.** "Lunatics at the Fringe: Teaching Industry Evolution with the *Beer Wars* Documentary" 3rd Round of Review at ***International Journal of Management Education***.

Research in Preparation

Jiang, D.S., Kellermanns, F.W., Munyon, T.P., & Morris, M.L. "The Family Ties That Bind: How Emotion and Family Dynamics Preserve Socioemotional Wealth." (Preparing for Submission).

Jiang, D.S., Munyon, T.P., Kellermanns, F.W., & Morris, M.L. "Is There a Socioemotional Paradox in Family Firms? An Experimental Examination of the Theoretical Tensions Between Family Firm Members' Socioemotional Wealth and Socioemotional Selectivity." (Data Collection Stage).

Jiang, D.S., Patel, P.C., & Kellermanns, F.W. "When is a Family Venture a Risky Venture? Examining the Effects of Family Ventures' Socioemotional Wealth on Credit Risk and Failure." (Preparing for Submission).

Munyon, T.P., **Jiang, D.S.**, Collins, B.J., & Wright, T.A. "Affective Communication: Toward a Theory of Rallying Cries and Group Adaptation." (Preparing for Submission).

White, T.D., Munyon, T.P., & **Jiang, D.S.**, & D'Oria, L. "Spouse Undermining and Emotion Regulation in Dual-Career Couples."

Jiang, D.S. "The Moral Costs of Socioemotional Wealth: Integrating a Moral Emotion Nexus into Explanations of Socioemotional Wealth Preservation" (Writing Stage).

Conference Presentations

Jiang, D.S. (Presenter), Munyon, T.P., Kellermanns, F.W., & Morris, M.L. (2016) "The family firm's socioemotional paradox: Examining tensions between family members' socioemotional wealth and socioemotional selectivity." Accepted for presentation at the *Southern Management Association Conference*, Charlotte, NC. Oct. 27-29.

Jiang, D.S. (Co-Presenter) & Hayward, S.D. (Co-Presenter) (2016) "Initiating family business succession: Successor affective commitment, influence tactics, and satisfaction in family firm succession." Accepted for presentation at the *Southern Management Association Conference*, Charlotte, NC. Oct. 27-29.

Jiang, D.S., Kellermanns, F.W., Munyon, T.P. (Presenter), & Morris, M.L. (2016) "The family ties that bind: How emotion and family dynamics preserve socioemotional wealth." Accepted for presentation at the *Academy of Management Conference*, Anaheim, CA. Aug. 5-9. * **Winner of the 2016 Best Family Business Paper** *

White, T.D. (Presenter), Munyon, T.P., **Jiang, D.S.**, & D'Oria, L. (2016) "Emotion regulation and spousal undermining: Evidence of a reciprocity effect in dual career couples." Accepted for presentation at the *Southern Management Association Conference*, Charlotte, NC. Oct. 27-29.

Collins, B.J. (Presenter), & **Jiang, D.S.** (2016) "Fired up (and a little nervous): How pre-performance emotions and political skill influence team process and performance." Accepted for presentation at the *Academy of Management Conference*, Anaheim, CA. Aug. 5-9.

Jiang, D.S. (Presenter), Munyon, T.P., Kellermanns, F.W., & Morris, M.L. (2015) "Is there a socioemotional paradox in family firms? An experimental examination of the theoretical tensions between family firm members' socioemotional wealth and socioemotional selectivity." Presented at the *Babson College Entrepreneurship Research Conference*, Wellesly, MA. June 10-13.

Munyon, T.P. (Presenter), **Jiang, D.S.**, Collins, B.J., & Wright, T.A. (2015) "*Affective Communication: Toward a theory of rallying cries and group adaptation*." Presented at the *Western Academy of Management Conference*, Kauai, Hawaii. Mar. 11-14.

Jiang, D.S. (Presenter), Rousseau, M.B., & Kellermanns, F.W. (2014) "Beyond family firm boundaries: An examination of socioemotional wealth in family and nonfamily firms." Presented at the *Southern Management Association Conference*, Savannah, GA. Nov. 12-15.

Jiang, D.S. (Presenter) & Munyon, T.P. (2014) "Stressing the opportunities: An experimental test of stress' effects on entrepreneurs' cognitive resources, opportunity recognition, and decision-making" Presented at the *Babson College Entrepreneurship Research Conference*, London, Ontario, Canada. June 4-7.

Strickling, J.A. (Presenter), **Jiang, D.S.**, Williams, D.W., & Crook, T.R. (2014) "Age at initial international entry: A meta-analytic review of antecedents and consequences" Presented at the *Babson College Entrepreneurship Research Conference*, London, Ontario, Canada. June 4-7.

Jiang, D.S. (Presenter) & Munyon, T.P. (2014) "Disentangling entrepreneurial stress: How stress and feedback affect opportunity recognition and exploitation in an entrepreneurial context." Presented at the 8th Annual *Mid-Atlantic Strategy Colloquium*, Knoxville, TN. Mar. 7-8.

Jiang, D.S. (2014) "Beyond family business: Exploring family systems' effects on entrepreneurial behavior." Presented at the 38th Annual Meeting of the *Southeastern Symposium on Child and Family Development*, Knoxville, TN. Feb. 27-Mar. 1.

Jiang, D.S. (Presenter) & Hayward, S.D. (2013) "Influencing family business succession: A social identity perspective." Presented at the 33rd Annual Meeting of the *Strategic Management Society*, Atlanta, GA. Sep. 28-Oct. 1.

Jiang, D.S. (2011) "Capable and committed children: A successor-centric theory of family business succession." Presented at the 14th Annual *Celebration of Student Research and Creative Endeavors*, Boone, NC. Apr. 14.

TEACHING (* = Highest Teaching Ratings in Entire Management Department)

Teaching Interests

My teaching interests align with and draw on my research/professional interests, including courses that incorporate concepts from entrepreneurship, organizational behavior and/or strategic management.

Teaching Philosophy

My teaching philosophy is grounded in what I call the four Rs of teaching: Relationships, Relevance, Research, and Rigor. These four Rs are ultimately guided by the belief that students learn and retain more when they (a) feel that they can approach and trust the instructor (b) are offered relevant examples (c) are shown how what they learn can be used in their own career trajectories and everyday life decisions and (d) are encouraged to apply the material in simulated and/or real-life decisions. My teaching approach integrates interactive lecture, experiential exercise, case study, flipped classroom, and guest speaker teaching methods.

MGT 402 Sec. 5 (Int'l Business Strategy) Fall 2015 Teaching Evaluations at University of Tennessee

Capstone Strategic Management Course Required for All Business Majors

Instructor's Contribution to Course: **4.9*** (College Avg. 3.9/5.0)

Instructor's Effectiveness in Teaching: **4.9*** (College Avg. 3.8/5.0)

MGT 402 Sec. 6 (Int'l Business Strategy) Fall 2015 Teaching Evaluations at University of Tennessee

Capstone Strategic Management Course Required for All Business Majors

Instructor's Contribution to Course: **4.9*** (College Avg. 3.9/5.0)

Instructor's Effectiveness in Teaching: **4.7*** (College Avg. 3.8/5.0)

MGT 402 Sec. 2 (Int'l Business Strategy) Spring 2015 Teaching Evaluations at University of Tennessee

Capstone Strategic Management Course Required for All Business Majors

Instructor's Contribution to Course: **4.6*** (College Avg. 3.9/5.0)

Instructor's Effectiveness in Teaching: **4.6*** (College Avg. 3.8/5.0)

MGT 402 Sec. 4 (Int'l Business Strategy) Fall 2014 Teaching Evaluations at University of Tennessee

Capstone Strategic Management Course Required for All Business Majors

Instructor's Contribution to Course: **4.2** (College Avg. 3.8/5.0)

Instructor's Effectiveness in Teaching: **4.1** (College Avg. 3.6/5.0)

SERVICE TO THE FIELD

Journal Reviewer

Ad-Hoc Reviewer, *Entrepreneurship Theory and Practice*, 2015, 2016

Ad-Hoc Reviewer, *Journal of Family Business Strategy*, 2013

Ad-Hoc Reviewer, *International Journal of Technoentrepreneurship*, 2016

Conference Reviewer

Strategic Management Society Annual Conference

- *Behavioral Strategy Interest Group*, 2014-2015

Academy of Management Annual Conference

- *Entrepreneurship Division*, 2012-2014
- *Business Policy and Strategy Division*, 2013-2014

Southern Management Association Annual Conference

- Entrepreneurship and Innovation Track, 2013-2014
- Strategic Management Track, 2013-2014
- Innovative Teaching Track, 2016

Western Academy of Management Annual Conference

- Organizational Behavior and Human Resources Track, 2015

SERVICE TO THE UNIVERSITY

- Schedule Coordinator and Interviewer for O&S PhD Student Recruitment Interviews, Spring 2013
- Volunteer for UT sponsored SMS extension conference, Fall 2013
- Interviewer for O&S PhD Student Recruitment, Spring 2014, Spring 2015
- Campus Tour Leader for Haslam Entrepreneurship Endowed Chair Candidates, Fall 2014
- External Speaker Coordinator for Dr. Henry Sauermann (GA Tech), Spring 2015
- Exam Proctor, 2012 - Present

SERVICE TO THE COMMUNITY

- Hardin Valley Baptist Church Member & Volunteer, Knoxville, TN
- Boone Area Chamber of Commerce Family Business Events Volunteer, Boone, NC (2009-2011)
- Martial Arts Instructor, Waxhaw, NC (2003-2007)

PROFESSIONAL DEVELOPMENT ACTIVITIES

2015 Entrepreneurship Doctoral Consortium Participant, Academy of Management Conference (AOM)

2014 Entrepreneurship Doctoral Consortium Participant, Babson Entrepreneurship Conference (BCERC)

2014 Doctoral Student Workshop Participant, Mid-Atlantic Strategy Colloquium (MASC)

2014 Research/Teaching Workshop Participant, Symposium on Child and Family Development (Quint State)

2013 New Doctoral Student Consortium Participant, Academy of Management (AOM)

2012 Early Stage Doctoral Student Consortium Participant, Southern Management Association (SMA)

2013-2016 Pathways Research Development Seminars Participant, University of Tennessee (Pathways)

PROFESSIONAL AFFILIATIONS

Academy of Management, 2011-Present

- *Entrepreneurship Division*
- *Business Policy & Strategy Division*
- *Organizational Behavior Division*

Strategic Management Society, 2013-Present

- *Entrepreneurship & Strategy Interest Group*
- *Behavioral Strategy Interest Group*
- *Teaching Community*

Babson College Entrepreneurship Research Conference, 2014-2015

Southern Management Association, 2012-Present

Mid-Atlantic Strategy Colloquium, 2014

WORK EXPERIENCE

Creative Director

01/2010 - 07/2012

Charlotte International Trade - Waxhaw, NC

- Researched, designed, and developed the company's newest wall decor product lines, such as the successful "David's Geckos" and "Jumping Tree Frog" wall plaques
- Worked with customers, management, and manufacturing to bring new product lines to the wholesale gift and furniture markets
- Developed and implemented business improvement strategies and initiatives, such as improving the time efficiency of business processes, simplifying forms, launching the company website

Artist and Graphic Designer

07/2009 - 07/2012

Self-employed - Weddington, NC

- Sold artwork at local art galleries
- Consulted with clients to determine how to meet their design needs; services offered include designing logos, websites, and promotional material

Sales Representative

06/2006 - 12/2009

Charlotte International Trade - Waxhaw, NC

- Operated company booths at trade shows in cities such as Las Vegas, Orlando, Atlanta, Gatlinburg, and Myrtle Beach
- Worked to maintain current customer relationships while also acquiring new customers by answering questions, taking notes, and writing orders

CONSULTING EXPERIENCE

Small Business Planner

Summer 2013

Kevin and Cheryl Hill - Owners of Uncle Lem's Mountain Outfitters, Knoxville, TN

- As a member of a consulting team, I assisted in the development of a long-term strategic plan, including an extrapolation of the service and product lines, marketing and sales forecasts, a staffing plan, and short- and long-term financial projections.