



**Dr. Jing'an Tang**

**Department of Management**

**John F. Welch College of Business**

**Sacred Heart University**

## **EDUCATION**

2007. Ph D, University of Western Ontario, Richard Ivey School of Business.

Major: Strategy and International Business

Supporting Areas of Emphasis: International Management

Dissertation Title: Foreign Peer Networks and Subsidiary Performance

2002. MBA, University of Maryland, Robert H. Smith School of Business.

Major: Strategy & Finance

Supporting Areas of Emphasis: Finance

1994. BA, Renmin (People's) University of China, School of Economics.

Major: Economics

## **ACADEMIC EXPERIENCE**

2007 – Present, Assistant Professor, Management, Sacred Heart University.

2002 – 2007, Research Assistant to Dr. Paul Beamish, Canada Research Chair in International Management, Ivey School of Business, University of Western Ontario

2001 – 2002, Research Assistant to Dr. Ken Smith, President of Academy of Management(2007-08), RH Smith School of Business, University of Maryland

## **TEACHING**

### **Courses Taught and Coordinated**

BU 278, Principles of International Business, to undergraduate (course coordinator since Fall 2011)

BU 301, Strategic Management, capstone course to undergraduate senior



BU399, Business Capstone Project, to University College Professional Studies Program

BU 665, International Management, to Luxembourg MBA students

WGB640/641, Dynamic Business Management, integrated core course to MBA students

## **Award and Honor**

Faculty Excellence Award, University College, Sacred Heart University. (May, 2008)

## **Development Activities Attended**

Invited Teaching Development Seminar, "Changing Faces of Strategic Management Education," McGraw Hill, Chicago, IL (October 13, 2011 - October 15, 2011).

Seminar, "WCOB Teaching Improvement Brown Bag Seminars," Welch College of Business, Sacred Heart University, Fairfield, CT. (July 2011 - Present).

Invited Teaching Development Seminar, "Crafting and Executing Strategy," McGraw Hill. Atlanta, GA (October 14, 2010 - October 16, 2010).

Workshop, "Academic Service Learning Teaching Workshop," National Society of Experiential Education, New Haven, CT. (June 4, 2009 - June 6, 2009).

Workshop, "Hersher Institute Ethics Teaching Workshop," Hersher Institute, Sacred Herat University, Fairfield, CT. (January 21, 2008).

Workshop, "Case Teaching Workshop," Richard Ivey School of Business, University of Western Ontario. (August 22 - 25, 2004).

Workshop, "Case Writing Workshop," Richard Ivey School of Business, University of Western Ontario. (May 21- 24, 2003).



## Development Activities Conducted

Invited Workshops, “Case Teaching and Writing Workshops”, In collaboration with Ivey Publishing for Chinese Professors at various universities across China (Starting September 2012).

Invited Speaker, “Business Networking Strategies in the Globalized World”, for the “Contemporary Issues in Global Strategy Seminar” offered to visiting Luxembourg MBA students, Fairfield, CT (July 2012).

Guest Speaker, “Managing Cultural Differences between China and the U.S.” in Dr. Trefry’s “Managing Change and Leading with Integrity” class offered to MBA student, Fairfield, CT (March 2012)

Invited Speaker, “Negotiating an International Joint Venture”, for the “Contemporary Issues in Global Strategy Seminar” offered to visiting Luxembourg MBA students, Fairfield, CT (July 2009).

Invited Instructor, “Contemporary Issues in International Management”, Shanghai Institute of Foreign Trade, Shanghai, China (June 2006)

Workshop, “How to Conduct Businesses in China” at the “Trade road to China: The entry strategy” Chinese Business Conference, Toronto, Canada (May 2004).

## RESEARCH

### Awards and Honors

**Best Paper in the History of Corporate Social Responsibility Award**, Social Issues in Management Division, Academy of Management. (Boston, MA, August 2012).

**Top Research Award** (for Tenure Track Faculty), Welch College of Business, Sacred Heart University. (Fairfield, CT, June 2012)

**Best Paper Award**, World Business Institute, 15<sup>th</sup> International Business Research Conference (Sydney, Australia, November 2011)



**Best Paper in Strategy/IB Theory Award**, International Management Division, Academy of Management. (Montreal, Canada, August 2010).

**Berry Richman Best Dissertation Award** – Finalist of Four Worldwide, International Management Division, Academy of Management. (Anaheim, CA, August 2008).

**Haynes Prize for the Most Promising Scholar** – Final Listed, Academy of International Business. (Milan, Italy, July 2008).

**Best Paper Award** (First Place), International Management Division, Academy of Management. (Atlanta, GA, August 2006).

**Bombardier Global Management Scholarship**, Richard Ivey School of Business, University of Western Ontario. (London, ON, 2005 - 2006).

**Honorable Mention Best Paper Award** (Second Place), International Business Division, Administrative Science Association of Canada. (Quebec City, QC, July 2004).

**Outstanding Business Scholar Fellowship**, Robert H. Smith School of Business, University of Maryland, USD\$51,000/year, one of the nine recipients among 220 students (College Park, MD, September 2000- May 2002).

**Academic Achievement Awards**, School of Economics, Renmin University of China, (Beijing, China, July 1993, 1994).

**University Excellence Scholarship**, School of Economics, Renmin University of China, (Beijing, China, September 1990 – July 1994).

## Intellectual Contributions

### Journal Publications and Refereed Conference Proceedings

Tang, J. (2013). "Joint Venture Formation and Internationalization", *Journal of Asia Pacific Business*, July, forthcoming.

Tang, J. and Liu, B. (2012). "Strategic Alignment and Foreign Subsidiary Performance", *International Journal of Business and Systems Research*, October, forthcoming.



- Tang, J. (2012) "The Micro and Macro Processes of MNE CSR Learning: a Historical View", to be published at the Academy of Management (AOM) annual conference best paper proceedings, Boston, MA, August 2012
- Tang, J. and Liu, B. (2012). "How First Move Advantage and Agglomeration Affect Foreign Entry Performance", *Journal of Business and Policy Research*, Vol. 7(2):120 – 134.
- Tang, J. (2012) " Foreign Entry Timing and Survival: The S-curve Hypothesis", to be published in the Academy of International Business Annual Conference Proceedings, Washington, DC, July 2012
- Tang, J. and Liu, B. (2011). "Network-based Theory of Foreign Market Entry Mode Selection and Performance", *International Journal of Business and Social Sciences*, Vol. 2 (23): 50-59
- Tang, J. and Liu, B. (2011). " How First Move Advantage and Agglomeration Affect Foreign Entry Performance", 15<sup>th</sup> International Business Research Conference Proceedings, Sydney, Australia, November 2011
- Tang, J. (2010). "International Clustering and Foreign Subsidiary Performance" Academy of Management Annual Meeting Best Paper Proceedings, Montreal, Canada, August 2010.
- Tang, J. (2008). "First Mover Advantage or Agglomeration?" Academy of International Business Annual Conference Proceedings, Milan, Italy, July 2008.
- Tang, J. (2008). "Network Development and Foreign Subsidiary Performance" Academy of International Business Annual Conference Proceedings, Milan, Italy, July 2008.
- Tang, J. and Beamish, P. (2006). "Which Ties Matter When? The strategic impact of network linkages on subsidiary performance", Academy of Management Annual Meeting Best Paper Proceedings, Atlanta, GA, August 2006.
- Tang, J., Beamish, P. (2004). "Joint venture formation and performance of large Japanese MNEs" Administrative Science Association of Canada Annual Conference Proceedings, Quebec, Canada, July 2004.

### Working Papers / Under Review at Journals



Tang, J. " From Internationalization to Internalization: The Micro and Macro Processes of MNE CSR Learning", 2<sup>nd</sup> round review at *Journal of Business Ethics*

Brown, S., Petra, G., and Tang, J., " Is Your Leadership Prepared for Tomorrow's Opportunities?" Under review at *Strategic Finance*

Tang, J. "The Sustainable Advantages of Green Ocean Strategy", to be submitted to *Academy of Management Review*

Tang, J. " Foreign Entry Timing and Survival: The S-curve Hypothesis", to be submitted to *Strategic Management Journal*

Tang, J. " A Network-based Theory of International Agglomeration and Foreign Entry Performance", to be submitted to *Academy of Management Review*

Tang, J. " International Clustering and Foreign Subsidiary Performance", to be submitted to *Academy of Management Journal*

Tang, J., Liang, J. and Liu, B. "The Characteristics of FDI in Retail Trade: A Japanese Perspective", to be submitted to *International Journal of Business and Systems Research*

### Refereed Conference Presentations

Tang, J. (2012)" The Micro and Macro Processes of MNE CSR Learning: a Historical View", Academy of Management (AOM) annual conference, Boston, MA, August 2012

Tang, J., Liang, J. and Liu, B.(2012) "The Characteristics of FDI in Retail Trade: A Japanese Perspective", to be presented at the Academy of International Business –Northeast Chapter Meeting, Fairfield, CT, October 2012

Tang, J.(2012) " A Network-based Theory of International Agglomeration and Foreign Entry Performance", to be presented at the AOM conference, Boston, MA, August 2012

Tang, J. (2011). "Competition, Legitimation, agglomeration and Connection: Foreign Market Entry and Performance" AOM 2011, San Antonio, TX, August 2011.

Tang, J. and Liu, B. (2011). " How First Move Advantage and Agglomeration Affect Foreign Entry Performance", 15<sup>th</sup> International Business Research Conference Proceedings, Sydney, Australia, November 2011



- Tang, J. (2011). "The Sustainable Advantages of Green Ocean Strategy" Strategic Management Society Annual Conference, Miami, FL, November 2011
- Tang, J. (2010). "Multinationals and Corporate Care" Academy of International Business (AIB)- Northeast Chapter 2010, North Haven, CT, October 2010.
- Tang, J. (2009). "Legitimation, Connection and Agglomeration: An evolutionary Theory of Clustering" AOM 2009, Chicago, IL, August 2009.
- Tang, J. (2009). "International Agglomeration and Performance" AIB 2009, San Diego, July 2009.
- Tang, J. (2009). "MNE and Corporate Social Responsibility: An Organizational Learning Perspective" Administrative Science Association of Canada Annual Conference, Niagara Falls, Canada, June 2009.
- Tang, J. (2008). "When, Where and How? The Joint Impact of Timing, Location and Mode on Foreign Entry Performance" AOM 2008, Anaheim, California, August 2008.
- Tang, J. (2008). "First Mover Advantage or Agglomeration? The Paradox of Foreign Entry and Performance" AIB 2008, Milan, Italy, July 2008.
- Tang, J. and Beamish, P. (2007). "Foreign Peer Networks and Subsidiary Performance" AOM 2007, Philadelphia, PA, August 2007.
- Tang, J. (2006). "Strategic Alignment and foreign subsidiary performance" AIB 2006, Beijing, China, June 2006.
- Tang, J. (2004). "Multinationals learn to care: From internationalization to internalization" AOM 2004, New Orleans, Louisiana, August 2004.

### **Non-Refereed Invited Presentations**

- Tang, J. (2011). "The Paradox of Foreign Market Entry and Performance", Invited Guest Speaker, University of Sydney, November 2011
- Tang, J. (2011). "First Mover Advantage or Disadvantage?", Invited Presenter, Sacred Heart University Research Showcase, Fairfield, CT, September 2011
- Tang, J. (2008). "Foreign Peer Networks and Foreign Subsidiary Performance", Invited Presenter, Welch College of Business Research Brown Bag Seminar, Sacred Heart University, Fairfield, CT



Tang, J (2006). “Contemporary Issues in International Management Research”,  
Invited Speaker, Shanghai Institute of Foreign Trade, Shanghai, China, May  
2006

Tang, J (2006). “Challenges in Global Strategy Research”, Invited Speaker, School  
of Business, Nanjing Normal University, Nanjing, China, June 2006

Tang, J. (2004). "Trade road to China: The entry strategy", Invited Guest Speaker,  
Chinese Business Conference , Toronto, Canada, May 2004.

## **Other Research Contributions**

Guest Editor, New England Journal of Entrepreneurship (2012)

Editor, Conference Proceedings, and Chair, Best Paper Selection Committee,  
Academy of International Business – US Northeast Chapter Annual Meeting.  
(2012)

Reviewer, Journal of Management Studies. (2008-2009).

Member, Editorial Review Panel, Ivey Publishing. (2009- present)

Reviewer, Academy of Management Conferences. (2007 - present).

Reviewer, Academy of International Business Conferences. (2006, 2008, 2009,  
2012).

Reviewer, Administrative Science Association of Canada Conferences. (2004,  
2009).

## **SERVICE**

### **To the University, College and Department**

Luxembourg Management Faculty Search Committee (2012-2013)

University Assembly - Faculty Affairs Committee (since 2012)





WCOB Research Committee (since 2012)

WCOB Assurance of Learning Committee. (2010 - 2012).

WCOB Faculty Affairs Committee. (2009 - 2010).

MBA Integrated Core Course Development Committee. (2009 – 2010).

Management Faculty Search Committee. (2009 – 2010).

Welch College of Business Dean's Search Committee. (2008 - 2009).

New Faculty Search Committees. (2008, 2009, 2010, 2012).

## **To the Academic Community**

Conference Co-Chair, Academy of International Business – US Northeast Chapter Annual Meeting. (2012)

Ad Hoc Reviewer, Journal of Business Ethics. (since 2012).

Ad Hoc Reviewer, Journal of Management Studies. (since 2010).

Executive Member, Editorial Review Panel, Ivey Publishing. (since 2009)

Ad Hoc Reviewer, Academy of Management Conferences. (since 2007).

Ad Hoc Reviewer, Academy of International Business Conferences. (since 2006).

Ad Hoc Reviewer, Administrative Science Association of Canada meetings. (since 2004).

## **PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS**

### **Professional Memberships**

Academy of Management. (since 2003).



Administrative Sciences Association of Canada. (since 2004).

Academy of International Business. (since 2006).

Strategic Management Society. (since 2010).

## **Distinguished Membership**

Fellow of World Business Institute (since 2011)