

# XIN "EVA" YAO

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## EDUCATION

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Ph.D.	University of Washington, Seattle WA	2005
	Major: Organizational Behavior & Human Resource Management	
	Minor: Entrepreneurship/Social Psychology/Research Methods	
B.Econ.	Renmin University of China, Beijing China	1999
	Major: Accounting	

## PROFESSIONAL EXPERIENCE

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Assistant Professor	Management & Entrepreneurship, University of Colorado at Boulder	2009 – Present
Assistant Professor	Department of Management, Wichita State University	2005 – 2009

## RESEARCH INTERESTS

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- Entrepreneurship, Venture Capital, Clean Technology
- Motivation, Identity, Creativity, Networking Cognition & Behavior
- Cross-cultural Management

## JOURNAL PUBLICATIONS

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Perry, J. T., Yao, X., & Chandler, G. N. (accepted). To get the best CEO must the old CEO go? Power distribution in external CEO succession. *Managerial and Decision Economics*.

Perry, J. T., Chandler, G., Yao, X., Pett, T., (forthcoming). Founder characteristics and legitimacy seeking behaviors. *New England Journal of Entrepreneurship*.

Perry, J. T., Chandler, G. N., Yao, X., Wolff, J. (2011). Bootstrapping techniques and new venture emergence. *New England Journal of Entrepreneurship*, 14 (1): 35-45.

Liu, D., Chen, X. -P., & Yao, X. (2011). From autonomy to creativity: A multilevel investigation of the mediating role of harmonious passion. *Journal of Applied Psychology*, 96 (2): 294-309.

Farmer, S., Yao, X., & Kung-McIntyre, K. (2011). Social roles, identities, and entrepreneurship: A three-nation study in the US, China, and Taiwan. *Entrepreneurship Theory and Practice*, 35 (2): 245-273.

Takeuchi, R., Wang, M., Marinova, S. V., & Yao, X. (2009). The role of domain-specific perceived organizational support during expatriation process and their implications for performance. *Organization Science*, 20 (3): 621-634.

Chen, X. P., Pillutla, M. M., & Yao, X. (2009). Unintended consequences of cooperation inducing mechanisms in public goods dilemmas: An attribution perspective. *Group Processes and Intergroup Relations*, 12 (1).

Chen, X. P., Yao, X., & Kotha, S. (2009). Passion and preparedness in entrepreneurs' business plan presentations: A persuasion analysis of venture capitalists' funding decisions. *Academy of Management Journal*, 52 (1): 199-214.

Yao, E., Fang, R., Dinnen, B., & Yao, X. (2008). Effects of customer feedback on new product acceptance in the click-and-mortar context. *Journal of Business Research*, 62 (12): 1281-1288.

Yao, X. & Larson, E. B. (2005). Acting and clinical empathy – reply. *Journal of the American Medical Association*, 294 (1): 39-40.

Larson, E. B. & Yao, X. (2005). Clinical empathy, emotional labor and acting in the patient-physician relationship. *Journal of the American Medical Association*, 293 (9): 1100-1106.

#### **BOOK CHAPTERS AND OTHER PUBLICATIONS**

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Yao, X., Farmer, S., & Kung-McIntyre, K. (2007). Who is the entrepreneur? Prototypical views of the entrepreneurial role across three cultures. *Frontiers of Entrepreneurship Research*, 27 (5): Article 16.

Meisiek, S., & Yao, X. (2005). Nonsense makes sense: Humor in social sharing of emotion at the workplace. In Charmine E. J. Hartel, Wilfred J. Zerbe, & Neal M. Ashkanasy (Eds.) *Emotions in Organizational Behavior*: 143-165. Mahwah, N.J.: Lawrence Erlbaum Associates, Inc.

Yao, X., Lee, T.W., Mitchell, T.R., Burton, J.P., & Sablynski, C.J. (2004). Job embeddedness: Current research and future directions. In R. Griffeth & P. Hom (Eds.), *Innovative Theory and Empirical Research on Employee Turnover*: 153-187. Information Age: Greenwich, CT.

#### **REFEREED CONFERENCE PRESENTATIONS**

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Petkova, A., Wadhwa, A., Yao, X., & Jain, S. Being First or Making A Difference? A Study of The U.S. Venture Capital Investments in The “Clean” Energy Sector. The 9th West Coast Research Symposium on Technology Entrepreneurship (U. of Oregon, U. of Southern California, Stanford U., & U. of Washington), Seattle, 2011.

Petkova, A., Wadhwa, A., Yao, X., & Jain, S. Being First or Making A Difference? A Study of The U.S. Venture Capital Investments in The “Clean” Energy Sector. The Academy of Management Annual Meeting, San Antonio, 2011.

Yao, X., Petkova, A., & Jain, S. The emergence of the Cleantech sector: Institutional actors, innovation, and adoption. Organizer of symposium at the Academy of Management Annual Meeting, San Antonio, 2011.

Petkova, A., Wadhwa, A., Yao, X., & Jain, S. Being First or Making a Difference? A Study of U.S. Venture Capital Investments into the “Clean” Energy Sector. The European Group for Organizational Studies (EGOS) Colloquium, Gothenburg, 2011.

Petkova, A., Wadhwa, A., Yao, X., & Jain, S. Who Will Create The Future? A Study of U.S. Venture Capital Investments into the “Clean” Energy Sector. SMS CK Prahalad Special Conference, San Diego, 2011.

Petkova, A., Wadhwa, A., Yao, X., & Jain, S. Being First or Making A Difference? A Study of The U.S. Venture Capital Investments in The “Clean” Energy Sector. Atlanta Competitive Advantage Conference (ACAC), 2011.

Petkova, A., Wadhwa, A., Yao, X., & Jain, S. Being First or Making A Difference? A Study of The U.S. Venture Capital Investments in The “Clean” Energy Sector. Western Academy of Management Annual Conference, Victoria, 2011.

Petkova, A., Wadhwa, A., Yao, X., & Jain, S. Being First or Making A Difference? A Study of The U.S. Venture Capital Investments in The “Clean” Energy Sector. The Babson Kauffman Entrepreneurship Research Conference, Syracuse, 2011.

Heidl, R., & Yao, X. Founder Characteristics and the Social Psychological Mechanisms of Entrepreneurial Network Development. Sunbelt XXXI – The International Network for Social Network Analysis Annual Conference, St. Pete Beach, 2011.

Petkova, A., Wadhwa, A., Yao, X., & Jain, S. Venturing into the unknown? A study of U.S. venture capital entry into the alternative energy sector. The Strategic Management Society Annual International Conference, Rome, 2010.

Yao, X., & Petkova, A. Venture capital investments in Cleantech: An act of passion or another bubble in-the-making? VC investments in Cleantech. Organizer of caucus at the Academy of Management Annual Meeting, Montreal, 2010.

Yao, X. Symposium: Emotion and leadership (Organizer, discussant, and presenter). The International Association for Chinese Management Research, Shanghai, 2010.

Yao, X., Takeuchi, R., & Wu, J. The impact of supervisor emotional labor on subordinate political behavior and performance. The Workshop on Research Advances in Organizational Behavior and Human Resources Management, Toulouse, 2010.

Liu, D., Chen, X. P., & Yao, X. Workplace autonomy support, employee autonomy orientation, and job creativity: The mediating role of harmonious passion. The Southern Management Association Annual Conference, Asheville, 2009.

Farmer, S., Yao, X., & Kung-McIntyre, K. Entrepreneur role prototypes and role identity in the U.S., China, and Taiwan. The Academy of Management Annual Meeting, Anaheim, 2008.

Perry, J. T., Yao, X., Chandler, G. N. Keeping the old CEO involved versus hiring a prestigious new CEO: An external succession dilemma. The Academy of Management Annual Meeting, Anaheim, 2008.

Perry, J., Yao, X., & Pett, T. Explaining organizational emergence using the knowledge-based view of the firm and institutional theory. The Babson Kauffman Entrepreneurship Research Conference, Chapel Hill, 2008.

Perry, J., Yao, X., & Wolff, J. Exploring the relationship between financial bootstrapping and organizational emergence among new ventures: Are some bootstrapping techniques more successful than others? The Babson Kauffman Entrepreneurship Research Conference, Chapel Hill, 2008.

Perry, J. T., & Yao, X. How CEO's behavior and motivations impact their companies. Caucus at the Academy of Management Annual Meeting, Philadelphia, 2007.

Chen, X. P., Yao, X., & Kotha, S. Passion and preparedness in entrepreneurs' business plan presentations: A persuasion analysis of venture capitalists' funding decisions. The 5th West Coast Research Symposium on Technology Entrepreneurship (U. of Oregon, U. of Southern California, Stanford U., & U. of Washington), Seattle, 2007.

Perry, J. T., & Yao, X. Founder's plans for post-succession involvement: How founders influence the future direction of their companies through their succession plans. The Babson Kauffman Entrepreneurship Research Conference, Madrid, 2007.

Yao, X., Farmer, S., & Kung-McIntyre, K. Who is the entrepreneur? Prototypical views of the entrepreneurial role across three cultures. The Babson Kauffman Entrepreneurship Research Conference, Madrid, 2007.

Yao, X. The physician-patient relationship: What do we know and where should we go? Organizer and presenter at a symposium with the same title. The Academy of Management Annual Meeting, Atlanta, 2006.

Yao, X. Ego depletion in emotional labor: The role of humor and methods of acting. The Southern Management Association Annual Conference, Charleston, 2005.

Yao, X. & Larson, E. B. Empathy as emotional labor: An exploration of physicians' identity as healers. The Academy of Management Annual Meeting, New Orleans, 2004.

Chen, X. P., & Yao, X. Re-examining the effects of communication in social dilemmas: Sustainability and explanations. The Academy of Management Annual Meeting, New Orleans, 2004.

Yao, X. Implicit self-theories and culture: Theoretical extension and implications. The Inaugural Conference of International Association of Chinese Management Research, Beijing, 2004.

Chen, X. P., & Yao, X. Sustaining cooperation in public goods dilemmas: Effects of motivational explanations and sanctions. The Academy of Management Annual Meeting, Seattle, 2003.

Yao, X., Higgins, C. A., & Harman, W. S. Differential uses of impression management tactics in seeking venture capital investment. Western Academy of Management Annual Conference, Palm Springs, 2003.

Yao, X., Holtom, B. C., Lee, T. W., Mitchell, T. R., Burton, J. P., & Sablinski, C. J. Job embeddedness: Construct comparison and methodological issues. The Hawaii International Conference on Business, Honolulu, 2002.

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#### INVITED PRESENTATIONS AND OTHER CONFERENCE ACTIVITIES

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Invited Panelist, Silicon Flatirons Annual Mile High Tech Entrepreneurship Conference: Going International, Boulder, April 22, 2011.

"Entrepreneur value, identity, and networking strategies." The Front Range Management Research Seminar, Denver, April 1, 2011.

Invited Speaker, Knowing how West meets East: Measuring cultural knowledge using cultural consensus model analysis (PDW). The Academy of Management Annual Meeting, San Antonio, 2011.

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#### HONORS & AWARDS

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- "Being First or Making A Difference? A Study of The U.S. Venture Capital Investments in The 'Clean' Energy Sector." Best Paper Award at the Western Academy of Management Annual Conference, 2011
- "Entrepreneur role prototypes and role identity in the U.S., China, and Taiwan." Best Paper Proceedings of the Academy of Management Annual Meeting, 2008
- Research Award, Center for Entrepreneurship, Wichita State University, 2007
- Northwest Entrepreneur Network (NWEN) 2003 Entrepreneur University Scholarship
- Bonderman International Travel Fellowship (USD10,000), University of Washington, 2002-2003

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#### AD HOC REFEREE

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- Academy of Management Journal
- Journal of Applied Psychology
- Journal of Business Venturing
- Entrepreneurship Theory and Practice

- Human Resource Management Research
- Research Grants Council, University Grants Committee of the Hong Kong Special Administrative Region

#### **TEACHING EXPERIENCE**

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- Research Design and Methods (CU: PhD Seminar)
- Entrepreneurial Environments (CU: undergraduate)
- Management and Organizational Behavior (WSU: undergraduate)
- Building Effective Work Teams (WSU: undergraduate & graduate)
- Fundamentals of Human Resource Management (WSU: undergraduate)
- Doing Business in China: The Social, Political, Cultural, and Economic Environments (WSU: undergraduate)
- Managing for Organizational Effectiveness (UW: undergraduate)
- Leadership, Critical Thinking, and Decision Making (UW: undergraduate)
- Motivation and Performance (UW: undergraduate)
- Technology MBA Program Final Project Supervisor (UW: graduate)

#### **PROFESSIONAL SERVICES**

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- University of Colorado Renewable & Sustainable Energy Institute (RASEI) affiliate, 2010–Present
- Treasurer/Secretary, the International Association for Chinese Management Research, 2006–Present
- Chair, Visual Village, Academy of Management Annual Conference, Atlanta, 2006

#### **ACADEMIC AFFILIATIONS**

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- Academy of Management
- International Association for Chinese Management Research
- International Network for Social Network Analysis