

WEI XIA

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EDUCATION

Ph.D. Candidate in Strategy and Entrepreneurship, 2025 (graduation)
Foster School of Business, University of Washington
Committee: Kevin Steensma (Chair), Warren Boeker, Abhinav Gupta, Jerald Herting

Master of Business Administration, National University of Singapore, Singapore

BE, Electrical Engineering, Southeast University, China

RESEARCH INTERESTS

Inter-Firm Collaboration; Investor-Founder Matching; AI-Driven Industries; Social Networks; CEO Characteristics; International Business.

PUBLICATIONS

Xia, W., Steensma, H. K., and Bai, X. 2023. “When Do Collaborative First Moves Diminish Nationality-based Homophilic Preferences? An Examination of Chinese Venture Capital Investment Syndicates?” *Administrative Science Quarterly*, 68(2):355–394 (Dissertation paper 1).

- **Media Coverage:** Academy News (June 2023), ASQ blog (forthcoming)
- Invited by ASQ to participate in the ASQ Award for Best Paper Based on a Dissertation.

Bai, X., Tsang, E. W., and **Xia, W.** 2020. “Domestic versus Foreign Listing: Does a CEO’s Educational Experience Matter?” *Journal of Business Venturing*, 35(1):105906.

WORKING PAPERS

Xia, W., Steensma, H. K. and Bai, X. “Exploring When and Why Chinese New Ventures Select Chinese Venture Capital Firms Over More Qualified U.S. Firms” (Job market paper; Dissertation paper 2; Under review by *Organization Science*)

Xia, W., Bai, X., and Tsang, E. W. “The Influence of Status and Digital Transformation on Broker and Alter Motivations to Close a Triad” (Accepted for presentation at the 2024 Academy of Management, Organization and Management Theory (OMT) Division; Under review by *Organization Science*)

Xia, W., Bai, X., and Tsang, E. W. “How a CEO’s Lack of Educational Attainment is Perceived by IPO Investors?” (Under review by *Strategic Management Journal*)

Xia, W., Bai, X., and Tsang, E. W. “Who Can Help When Information is Needed: Differential Effects of Inward, Outward, and Reciprocal Ties in New Venture Funding” (Won CEIBS Cathay Cross-border Private Equity Research Grant; In preparation for submission)

Xia, W., and Steensma, H. K. “How Does Entrepreneur-Venture Capitalist Match Influence Firms’ Growth?” (Analyzed data from 90,000 individual VC partner-entrepreneur dyads)

Xia, W., and Tsai, W. P. “Are High-Status Investors More Likely to Initiate Investment Trends in AI-Influenced Industries Than Low-Status Investors?” (Analyzed data from 700,000 global investment activities)

Xia, W. “How Does Marital Status Influence the Decision to Become an Entrepreneur?” (Analyzed panel survey data from 30,000 individuals spanning 2010 to 2020)

Xia, W. "Entrepreneurs' Family Life and Anxiety Levels During the COVID-19 Lockdown" (Analyzed survey data from 2,600 entrepreneurs before and after the pandemic lockdown)

CONFERENCES

“The Influence of Status and Digital Transformation on Broker and Alter Motivations to Close a Triad.” Academy of Management Annual Conference (AoM), Organization and Management Theory (OMT) Division. Chicago, August 2024.

“Who Can Help When Information Is Needed? Differential Effects of Inward, Outward, and Reciprocal Ties.” Academy of Management Annual Conference (AoM). Seattle, August 2022.

“Reducing National Tribalism through Collaborative First Moves.” Academy of Management Annual Conference (AoM). Virtual meeting, August 2021.

“How Poorly Educated CEOs Are Sometimes Evaluated Less Strictly.” Academy of Management Annual Conference (AoM). Virtual meeting, August 2021.

“Who Is More Likely to Extend and Return a Favor? China Meets the West.” Academy of Management Annual Meeting (AoM). Virtual meeting, August 2020.

“I Need You, but You May Not Need Me—A Study of the Chinese Venture Capital Industry.” Strategic Management Society (SMS). Minneapolis, October 2019.

“Do Network Positions Compensate for Knowledge Deficiency in Directional Networks?” Strategic Management Society (SMS). Paris, September 2018.

“The Effects of a CEO’s Educational Background on the Choice of IPO Location.” Academy of Management Annual Conference (AoM). Atlanta, August 2017.

“Behind the Choice of IPO Location.” Strategic Management Society (SMS). Houston, October 2017.

GRANTS, AND HONORS

Evert McCabe Endowed PhD Fellowship, 2018, 2019, 2020, 2021

CEIBS Cathay Cross-border Private Equity Research Grant, 2019, 2020

PROFESSIONAL SERVICE

Ad hoc Reviewer for *Journal of Business Ethics*, *Journal of Business Venturing*, and *Journal of International Financial Markets, Institutions & Money*, 2020-present

Reviewer of Academy of Management Annual Meetings (Strategic Management, Organization Theory, and Entrepreneurship Division), 2018-present

TEACHING EXPERIENCE

Star Teacher Award

Integrated AI to enhance student learning and help students capitalize on AI-driven opportunities. Innovated the curriculum with generative AI tools for video editing, weekly reflections with every student, and speed-dating style presentations.

Entrepreneurship and Innovation (Hybrid class of 260 students), Winter 2024

First Ph.D. candidate selected as the lead instructor to design and teach the Foster School of Business's largest core course, serving 260 business minors from the entire university.

Entrepreneurship, Fall 2021 and Spring 2021

Lead instructor during the most challenging times of the pandemic—the last virtual class during the pandemic and the first in-person class afterward.

Business Strategy, (MBAs, Technology Management MBAs, and Undergraduates)

Teaching Assistant, 2019-2024

TRAININGS

Inter-university Consortium for Political and Social Research (ICPSR), July–August 2017

Advanced Quantitative Methods of Social Research, University of Michigan (Ann Arbor)

LINKS Center for Social Network Analysis, June 2017, University of Kentucky

ENTREPRENEURIAL AND INDUSTRY EXPERIENCE

My science background and entrepreneurial experience have exposed me to technological advancements and highlighted the importance of venture-investor collaborations and innovations in AI-driven industries. Starting as a certified electrical engineer, I designed Beijing's largest shopping mall, New World Department Store. After completing my MBA at the National University of Singapore, I transitioned to a strategic advisory role at Fortune 500 firms like Schneider Electric and ABB Electric, expanding my entrepreneurial network.

I then founded a strategy consulting firm to advise Chinese startups on organizational structuring, IPOs, and M&As. Notable achievements include mentoring two educationally disadvantaged entrepreneurs to success: guiding one from venture inception to international expansion and eventual listing (stock code: 831564), and assisting a female entrepreneur in acquiring a family business in Europe. I have also engaged in socially impactful projects, such as building wind power plants in Xinjiang, benefiting millions in poverty. My dedication to fostering development opportunities for diverse firms has inspired my pursuit of an academic research path.