

Xirong (Subrina) Shen

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RESEARCH AREAS

Organizational learning, Entrepreneurship and innovation in enabling technologies, Idea evaluation, Team status dynamics, Firm behavioral strategy

ACADEMIC POSITIONS

Assistant Professor Department of Management
McCombs School of Business, University of Texas at Austin
2021–Present

EDUCATION

Ph.D.	Management and Organization, Cornell University	2018–2021
M.A.	Sociology, Cornell University (Obtained Master's Degree after fulfilling requirements for doctoral candidacy and transferred to Cornell SC Johnson College of Business)	2015–2017
M.Phil	Sociology, The Chinese University of Hong Kong	2012–2014
B.A.	Journalism and Communication, Tsinghua University Honor of Excellence Graduate	2008–2012

PEER-REVIEWED PUBLICATIONS

Xirong (Subrina) Shen, H. Kim, and J. Li. "Funding Ventures Similar To One of Us: How Status Dynamics Impact Similarity Bias in Heterogeneous Investment Teams." *Strategic Management Journal* (2022).

Xirong (Subrina) Shen, H. Li, and P. Tolbert. "Converging Tides Lift All Boats: Consensus in Evaluation Criteria Boosts Investments in Firms in Nascent Technology Sectors." *Organization Science* (2021).

Conference Theme Best Paper Award from International Association of Chinese Management Research, June 2021

Xirong (Subrina) Shen. "Negotiating Authorship in Chinese Universities: How Organizations Shape Cycles of Credit in Science." *Science, Technology & Human Values* 41, no. 4 (2016): 660-685.

OTHER PUBLICATION

(*Book Review*) Wesley D. Sine and **X. (Subrina) Shen**. “Jason Owen-Smith: Research Universities and the Public Good: Discovery for an Uncertain Future.” *Administrative Science Quarterly*. (2020).

WORKING PAPERS

Xirong (Subrina) Shen, C. Li, S. Hu, and J. Li. (Title Omitted for Blind Review), Topic: Cross-departmental Interdependence and Product Innovation Search. Under Review at *Strategic Management Journal*.

Y. Zhong, H. Li, **X. Shen**, N. Hays, and J. Li. (Title Omitted for Blind Review), Topic: Team Turnover, Status Dynamics, and Product Innovation Search. Under Review at *Academic Management Journal*.

Xirong (Subrina) Shen. ”Triggering a Domino Effect: Infrastructure Technology and Corporate Cumulative Invention Trajectory of Deep Learning” Stage: Manuscript ready, Target: *Strategic Management Journal*.

Xirong (Subrina) Shen, C. Li, F. Polidoro, and J. Li. ”Learning Interdependence from Evaluation in Digital Experimentation: Evidence from Product Development A/B Tests.” Stage: Data analysis and writing, Target: *Strategic Management Journal*.

AWARDS, GRANTS, AND HONORS

2021	June	Conference Theme Best Paper Award from International Association of Chinese Management Research
2020	March	Innovation, Entrepreneurship, and Technology Theme Research Grant (\$15000) from Cornell University
2019	December	Bartholomew Family Ph.D. Scholarship (\$4000) from SC Johnson College of Business, Cornell University
2018	June	Best Paper Award from the International Conference on Innovation Studies
2017	July	Early Career Workshop Award from Society for the Advancement of Socio-Economics (\$900)
2017	May	Jeffrey S. Lehman Fund for Scholarly Exchange with China (\$15000) from Cornell University
2017	March	Lee Teng-hui Fellowship for East Asia Studies from Cornell University (tuition and stipend for one semester)

2014	June	The Hong Kong Special Administrative Region Government Reaching Out Award
2012	June	Excellent Graduate of Tsinghua University
2009	November	Scholarship of HSBC (highest-ranking general scholarship at Tsinghua University)

INVITED TALKS AND PRESENTATIONS

- 2022-2023 Paper presented: "Serendipity and Conflict: How Cross-Departmental Goal Interdependencies Affect Department-Level Product Innovation Search."
- Entrepreneurship, Innovation, and Technology Theme Speaker Series, Cornell University. April 2022.
 - Carnegie School Organizational Learning Conference. August 2022.
 - INSEAD Strategy Conference, INSEAD. April 2023.
 - Smith Entrepreneurship Research Conference, Smith School of Management, University of Maryland. May 2023.
- 2020 Paper presented: "Winning Long and Far: The Impact of Publications on the Generative Value of Inventions for General-Purpose Technology Firms."
- Entrepreneurship, Innovation, and Technology Theme Brown Bag Series, Cornell University. April 2020.
- 2019-2020 Paper presented: "Converging Tides Lift All Boats: Consensus in Evaluation Criteria Boosts Investments in Firms in Emerging Technology Fields."
- (Conference Theme Best Paper Award) 2021 Biennial Conference of International Association of Chinese Management Research (Virtual), June 2021.
 - Academy of Management 80th Annual Meeting (Virtual), August 2020.
 - *Organization Science* Special Issue Conference on "Experiments in Organization Theory". May 2020.
 - Wharton Innovation Doctoral Symposium. October 2019.
 - Entrepreneurship, Innovation, and Technology Theme Brown Bag Series, Cornell University. September 2019.
 - Medici Summer School in Management Studies. June 2019.
- 2019-2020 Paper presented: "Funding Ventures that are Similar to One of Us: The Impact of Observed Similarity on Venture Funding Decisions in Investment Teams."
- Academy of Management 80th Annual Meeting (Virtual), August 2020.
 - Entrepreneurship, Innovation, and Technology Theme Brown Bag Series, Cornell University. February 2020.
 - Academy of Management 79th Annual Meeting, Boston, U.S. August 2019.

- 2018 Paper presented: “High-Status Nonconformity Revisited: Status Competition and University Technology Licensing in China: 2009–2016.”
- Academy of Management 78th Annual Meeting, Chicago, US. August 2018.
 - (Best Paper Award) International Conference on Innovation Studies, Beijing, China. July 2018.

CONFERENCE ACTIVITIES

- 2023 Smith Entrepreneurship Research Conference.
- 2023 INSEAD Strategy Conference.
- 2022 Carnegie School Organizational Learning Conference.
- 2022 Academy of Management 81th Annual Meeting.
- 2021 Academy of Management 81th Annual Meeting (Virtual).
- 2020 Academy of Management 80th Annual Meeting (Virtual).
- 2019 Wharton Innovation Doctoral Symposium, Philadelphia, PA, U.S.
- 2019 Doctoral Consortium, West Coast Research Symposium on Entrepreneurship. Stanford, CA, U.S.
- 2019 Academy of Management 79th Annual Meeting, Boston, U.S.
- 2019 Medici Summer School in Management Studies. Paris, France.
- 2019 Smith Entrepreneurship Research Conference, University of Maryland, MD. U.S.
- 2018 Academy of Management 78th Annual Meeting, Chicago, U.S.
- 2018 International Conference on Innovation Studies, Beijing, China.
- 2017 Academy of Management 77th Annual Meeting, Atlanta, U.S.
- 2017 American Sociological Association’s 112th Annual Meeting, Regular Session of Organization, Occupation, and Work, Montreal, Canada.
- 2017 Society for the Advancement of Socio-Economics 29th Annual Meeting, Lyon, France.
- 2016 TIM Doctoral Research Development Workshop, Academy of Management 76th Annual Meeting, Anaheim, U.S.

TEACHING EXPERIENCE

McCombs School of Business, University of Texas at Austin

Fall 2021/2022, Spring 2023 **Instructor**
 MAN 327(H) *Entrepreneurship and Innovation*

SC Johnson College of Business, Cornell University

June 2020

Independent Instructor

Undergraduate/Graduate Management Course

*Strategic Management of Technology and Innovation***Course modules:** Disruptive innovation and technological cycle, intellectual property, entrepreneurial networks, creating innovative organizations, and sustaining competitive advantage through innovation

(Converted to Virtual, Course Evaluation: 4.4/5)

2018-2020

Teaching Assistant (Course Instructor: Wesley Sine)

MBA Elective Course

Strategic Management of Technology and Innovation

2018-2019

Teaching Assistant (Course Instructor: Michelle Duguid)

Executive MBA Americas Course

Managing and Leading in Organizations

2019

Teaching Assistant (Course Instructor: Sunita Sah)

Executive MBA/MS in Healthcare Leadership Program Course

Managing and Leading in Organizations

2019

Teaching Assistant (Course Instructor: Allan Filipowicz)

MBA Core Course

*Negotiation Essentials**Sociology, Cornell University*

2017

Teaching Assistant and Session Instructor (Course Instructor: Thomas Evans)

Undergraduate Core Course

Introduction to Statistics

2016

Teaching Assistant and Session Instructor (Course Instructor: Kendra Bischoff)

Undergraduate Core Course

*Introduction to Sociology***SERVICE**

2019-2023 *Ad hoc* reviewer for *Organization Science*, *Strategic Management Journal*, and *Strategic Entrepreneurship Journal*

2022-2023 Austin Technology and Entrepreneurship Conference, Organizer, University of Texas at Austin

- 2018-2020 Innovation, Entrepreneurship, and Technology Theme Ph.D Fellow, Cornell University
- Organized Brown-Bag Series Talks.
 - Coordinated the first Johnson Innovation, Entrepreneurship, and Technology Conference.
 - Built the theme website.
 - Organized regular theme meetings.
- 2018-2019 Reviewer for the OMT, ENT, and TIM Division of Academy of Management Annual Meetings.
- 2016-2018 Graduate Steering Committee member, Cornell East Asia Program
- Organized Brown-Bag Series Talk.
 - Invited external speakers and organized East Asia Program Speakers Series.

TECHNICAL SKILLS

Stata, Python, R, SPSS