

Wei Xia
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EDUCATION

Ph.D. Candidate in Technology Entrepreneurship and Strategic Management, 2024 (graduation)
Foster School of Business, University of Washington

Minor: Social Statistics

Committee: Kevin Steensma (Chair), Warren Boeker, Abhinav Gupta, Jerald Herting

Master of Business Administration, National University of Singapore, Singapore, 2005

BE, Electrical Engineering, Southeast University, China, 1997

RESEARCH INTERESTS

Formation of interfirm relationships and patterns of discrimination in new venture funding

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).

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. “Taste-Based Discrimination as More Prevalent among Highly Reputable Candidates: The Case of U.S. Venture Capital Firms’ Investment Opportunities in China”

- Under review at *Administrative Science Quarterly*
- Job market paper (Dissertation Paper 2)

Xia, W., Bai, X., Tsang, E. W. “IPO Fundraising Inequality in regard to Educationally Disadvantaged Entrepreneurs”

- In preparation for submission to *Organization Science*

Xia, W., and Steensma, H. K. “How the Match Between VC Partners and Entrepreneurs Influences the Formation and Dissolution of Inter-organizational Ties among Limited Partners, Venture Capital Firms, and Ventures” (Data cleaning)

Xia, W., “Closing a Triad: A Tug of War between Brokers and Alters” (Writing stage)

Xia, W., and Tsai, W. P. “How Can Firms Ensure Success when Investing in Emerging Industries?” (Data analysis stage)

CONFERENCES

“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 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.

AWARDS, 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*

Academy of Management Annual Meetings Reviewer

TEACHING EXPERIENCE

Introduction to Entrepreneurship (Entre 370), Fall and Spring, 2021

Foster School of Business, University of Washington

Independent Instructor, Undergraduate Course.

Teaching rating: 4.6 / 5

TRAININGS

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

University of Michigan (Ann Arbor)

Advanced Quantitative Methods of Social Research

LINKS Center for Social Network Analysis, June 2017

University of Kentucky

ENTREPRENEURIAL AND INDUSTRY EXPERIENCE

I began my career as a certified electrical engineer and transitioned into a strategic advisor role in Fortune 500 multinational companies. I then founded a consulting service firm to advise Chinese startups on IPOs and M&As.