

**Wei Xia**  
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## **EDUCATION**

Ph.D. Candidate in Technology Entrepreneurship and Strategy, 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

BE, Electrical Engineering, Southeast University, China

## **RESEARCH INTERESTS**

Intergroup relationships, discrimination, entrepreneurial family backgrounds, AI-driven industries, entrepreneurial decision-making

## **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 Chapter 1).

- Media Coverage: Academy News (June 2023), ASQ blog (forthcoming)

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” (Job market paper; Dissertation Chapter 2; Under review by *Academy of Management Journal*)

**Xia, W.**, Bai, X., Tsang, E. W. “IPO Fundraising Inequality among Educationally Disadvantaged and Female Entrepreneurs” (In preparation for submission to *Strategic Management Journal*)

**Xia, W.** "How Marital Status and Physical Attractiveness Influence the Decision to Be Self-Employed." (Analyzing panel survey data from 30,000 individuals from 2010 to 2020)

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

**Xia, W.**, and Steensma, H. K. “How Does the Venture Capitalist-Entrepreneur Match Affect Firms' Innovation During Digital Transformation?” (Cleaning a dataset of 700,000 global investment activities)

**Xia, W.**, “Does Status Still Impact Triadic Closure Among Interorganizational Collaborations in the Digital Age with Reduced Face-to-Face Interactions?” (Writing stage)

**Xia, W.**, and Tsai, W. P. “Are High-Status Venture Capitalists More Likely to Initiate Investment Trends Than Low-Status Venture Capitalists in AI-influenced 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* and *Journal of Business Venturing*  
Academy of Management Annual Meetings Reviewer

## **TEACHING EXPERIENCE**

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

Teaching rating: 4.6 / 5, far surpassing the departmental average of 4.2.

Star Teacher Award (2021 Fall)

### **Entrepreneurship and Innovation (Mgmt 305), 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.

## **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**

My career journey exposed me to technological advancements and the imperative to address equality for disadvantaged entrepreneurs.

Beginning 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 into a strategic advisory role at Fortune 500 multinational firms like Schneider Electric and ABB Electric, expanding my entrepreneurial networks.

I then founded a strategy consulting firm to advise Chinese startups on organizational structuring, IPOs, and M&As. Notable achievements include guiding two educationally disadvantaged entrepreneurs to success; I mentored an entrepreneur from the inception of his venture to its eventual listing (stock code: 831564) and assisted another female entrepreneur in acquiring a family business in Europe. I engaged in socially impactful projects, including building wind power plants in Xinjiang Uyghur region, benefiting millions in poverty.

My entrepreneurial experience fuels my dedication to addressing opportunities for firms and individuals from diverse demographic backgrounds. It motivated my pursuit of an academic research path.

## Dissertation Abstract

My dissertation investigates nationality discrimination against U.S. venture capital firms in the Chinese venture capital industry. My dissertation comprises two chapters. The first chapter of my dissertation, “When Do Collaborative First Moves Diminish Nationality-based Homophilic Preferences? An Examination of Chinese Venture Capital Investment Syndicates,” explores the conditions under which bias against U.S. venture capital firms can be reduced. This paper was published in *Administrative Science Quarterly* in 2023. This paper examines the interplay between homophilic preferences, reciprocity, and societal values in the formation of venture capital investment syndicates in China. Both Chinese and U.S. syndicate lead firms generally prefer to include their fellow compatriot firms over comparable non-compatriots in the investment syndicates that they assemble. When a Chinese firm initiates a collaborative first move by including a U.S. firm in an investment syndicate, however, the U.S. firm no longer prefers comparably familiar U.S. firms over the Chinese firm when it subsequently chooses among prospective syndicate partner firms to include in its investment syndicates. In such cases, familiarity triggers impartiality; the experiential trust that was garnered from the collaborative first-move engagement initiated by the Chinese firm diminishes the nationality-based homophilic preferences of the U.S. firm. Similar dynamics do not occur, however, when the situation is reversed. When a U.S. firm initiates a collaborative first move by including a Chinese firm in an investment syndicate, the Chinese firm subsequently remains partial to fellow compatriot firms that are otherwise comparable to the U.S. firm. The homophilic preferences and identity-based trust between Chinese firms grounded in shared nationality are resilient to any goodwill created by U.S. firms when they initiate collaborative first moves.

The second chapter, “Taste-based Discrimination as More Prevalent among Highly Reputable Candidates: The Case of U.S. Venture Capital Firms’ Investment Opportunities in China,” considers how candidates who are highly reputable are more likely to experience discrimination. This paper is under review by *Academy of Management Journal*. When evaluators discriminate against candidates due to their distaste for specific demographic traits (e.g., gender, nationality), they risk imposing performance penalties on their organizations; that is, the difference between the performance of their favored candidate and the potentially superior performance of the candidate they discriminate against. This paper describes how the risk and relevance of potential performance penalties, as perceived by evaluators, are reduced when they are selecting from highly reputable competing candidates. In accordance with prospect theory, an evaluator’s aversion to loss will be lower and, thus, less apt to deter them from discriminating against candidates who have demographic traits that they disfavor. This paper uses the Chinese venture capital sector to investigate these dynamics. When Chinese new ventures select from highly reputable venture capital investors to secure their initial investment, they tend to select a Chinese investor over an equally or more reputable U.S. investor, particularly when the new venture is based in a weakly cosmopolitan province where anti-foreigner sentiments are pervasive. When Chinese new ventures choose from investors that lack records of prior success, however, this paper finds no evidence of discrimination.