

## **Wei Xia**

Foster School of Business, University of Washington  
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### **EDUCATION**

Ph.D. Candidate in Technology Entrepreneurship and Strategy, 2025 (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**

Inter-organizational relationships; Entrepreneurial family backgrounds; AI-driven industries; Decision-making; 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 Chapter 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. “How the Quality of Competing Candidates Influences Homophily: Examining Why Chinese New Ventures Choose Chinese Venture Capital Investors Over More Qualified U.S. Investors” (Job market paper; Dissertation Chapter 2; In preparation for submission to *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. “Who Can Help When Information is Needed: A Comparison between Cross-border and Domestic Venture Capital Firms” (Won CEIBS Cathay Cross-border Private Equity Research Grant; In preparation for submission to *the Journal of International Business Studies*)

**Xia, W.,** Bai, X., and Tsang, E. W. “IPO Fundraising Inequality Experienced by Non-college-educated Founder-CEOs” (In preparation for submission to *Strategic Management Journal*)

**Xia, W.,** and Steensma, H. K. “How Does the Venture Capitalist-Entrepreneur Match Affect Investment Exit from China and Russia?” (Analyzing data of 700,000 global investment activities)

**Xia, W.** "How Marital Status 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.,** Bai, X., and Tsang, E. W. “Does Status Still Impact Triadic Closure Among Interorganizational Collaborations in the Digital Age with Reduced Face-to-Face Interactions?”

**Xia, W.,** and Tsai, W. P. “Are High-Status Investors More Likely to Initiate Investment Trends Than Low-Status Investors in AI-influenced Industries?” (Data analysis stage)

## **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 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*, *Journal of Business Venturing*, and *Journal of International Financial Markets, Institutions & Money*

### **TEACHING EXPERIENCE**

**Entrepreneurship (Entre 370)**, Fall and Spring, 2021  
Star Teacher Award

**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  
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 international experience 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 international expansion, till 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 international experience fuels my dedication to addressing opportunities for firms and individuals from diverse demographic backgrounds. It motivated my pursuit of an academic research path.