

# 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; New venture-investor match; AI-driven industries; founder-CEO characteristics; Social networks.

## 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 Investment Firms More Likely Than Low-Status Investment Firms to Initiate Funding Trends in New Ventures Within the AI Industry?” (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**, Teaching Assistant, 2022 and 2023

## **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 entrepreneurial experience has exposed me to technological advancements and underscored the imperative to explore new venture-investor collaborations and firm innovations in AI-driven industries. 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. I am dedicated to fostering development opportunities for firms from diverse backgrounds, which has inspired me to pursue an academic research path.