Cha Li

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ACADEMIC POSITIONS

- **University of Texas at Austin**, McCombs School of Business 2021–present[†]

    - Assistant Professor, Department of Management

EDUCATION

- **University of Michigan**, Stephen M. Ross School of Business 2015–2021

    - PhD in Strategy

    - Committee: Felipe Csaszar (Chair), Justin Frake, Brian Wu, Scott Page, Misha Teplitskiy (School of Information)

- **Tilburg University**, School of Economics and Management, Netherlands 2013–2015

    - Research Master/M.Phil. in Business, Organization and Strategy Track

- **Tsinghua University**, School of Economics and Management, China 2009–2013

    - Bachelor in Economics and Finance

    - Visiting Student at University of Illinois, Urbana-Champaign, 2011

RESEARCH INTERESTS

- **Areas:** Behavioral strategy, innovation, organization design

- **Methodologies**: Econometric analysis with large datasets, computational models

PUBLICATIONS

- **Li, C.** and Csaszar, F. A. (2019). Government as landscape designer: A behavioral view of industrial policy. *Strategy Science*, 4(3):175–192. [Lead article]

    - Winner of the 2018 FIU Best Paper Prize, SMS Special Conference, São Paulo

    - Winner of the 2018 Emeritus Award for Best Second Year Paper at Ross School of Business

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[†]Maternity leave: Fall 2022–Spring 2023.

- Media coverage:

    - `www.news.umich.edu/how-firms-behave-when-faced-with-government-intervention`

- Lu, Y. and **Li, C.** (2016). CEO Influence over the board and corporate fraud. *Journal of Financial Research*, (1):176–191. [In Chinese]

- Martin, X. and **Li, C.** (2015). What do we know about state-owned emerging-economy firms, and how? Evaluating literature about inward and outward multinational activities. *Advances in International Management*, 28:403–439.

WORKING PAPERS

- **Li, C**. "Seeing the full picture: How interdependence affects proposal evaluation." Reject and Resubmit at Strategic Management Journal.

    - Finalist of the 2022 TIM Best Dissertation Award, AOM Annual Conference

    - Winner of the 2020 Best Conference PhD Paper Prize, SMS Annual Conference

    - Winner of the 2020 Behavioral Strategy Interest Group Best PhD Paper Award, SMS Annual Conference

- Shen, S., **Li, C.**, and Li, J. "Opening the blackbox: How goal conflict (in performance outcomes) affects search performance in complex organizations." Under review.

- Shen, S., **Li, C.**, Hu, S., and Li, J. "Conflict and serendipity: How performance feedback on constraint goals affects search in product development." Under review.

- Csaszar, F. A., and **Li, C**. "Understanding risky organizational change: A first-principles approach." Preparing for submission.

PRESENTATIONS

- "Understanding risky organizational change: A first-principles approach."

    - Theoretical Organizational Models Society Conference, Boston, August 2023

    - Austin Technology & Entrepreneurship Conference, Austin, February 2023

- "Constraints or empowerment? The impact of goal conflict on search in product innovation."

    - Carnegie School of Organizational Learning Conference, Pacific Grove, August 2022

- "Research in-progress on organizational search."

    - Sundance Conference at the University of Utah, Salt Lake City, July 2022

- "Seeing the full picture: How interdependence affects proposal evaluation."

    - Purdue University, Indiana, 2020 (Virtual)

    - MIT Sloan, Massachusetts, 2020 (Virtual)

    - UT Austin, Texas, 2020 (Virtual)

    - National University of Singapore, Singapore, 2020 (Virtual)

    - Queens University, Canada, 2020 (Virtual)

    - EM Lyon, France, 2020 (Virtual)

    - EPFL, Switzerland, 2020 (Virtual)

    - INSEAD Strategy/Entrepreneurship and Family Enterprise Work in Progress Seminar, November 2020 (Virtual)

    - SMS Annual Conference, October 2020 (Virtual)

    - Consortium on Competitiveness and Cooperation (CCC), June 2020 (Virtual)

    - University of Michigan Ross School of Business Strategy Brownbag, Ann Arbor, April 2020

- "The politics of expertise in strategic decision making: Power seeking in proposal evaluation and its remedies."

    - University of Michigan Ross School of Business Strategy Brownbag, Ann Arbor, May 2019

- "Government as landscape designer: A behavioral view of industrial policy."

    - Academy of Management Meeting, Chicago, August 2018

    - SMS Special Conference, São Paulo, Brazil, March 2018

    - University of Michigan Ross School of Business Strategy Brownbag, Ann Arbor, May 2017

INVITED CONSORTIA AND WORKSHOPS

- Academy of Management Meeting TIM Junior Faculty Workshop, August 2023

- Academy of Management Meeting OMT Junior Faculty Workshop, August 2021

- Academy of Management Meeting STR Dissertation Consortium, August 2020

- Academy of Management Meeting STR Networkshop, April 2020

- Strategic Management Society Annual Doctoral Workshop, Minneapolis, October 2019

- Academy of Management Meeting TIM Research Development Workshop, Boston, August 2019

- Strategy Science Doctoral Workshop, Salt Lake City, May 2019

- Academy of Management Meeting OMT Doctoral Student Consortium, Chicago, August 2018

- SMS Special Conference Doctoral Workshop, São Paulo, Brazil, March 2018

TEACHING

- **Instructor**, Innovation and Entrepreneurship (MAN 327)   Fall 2021

    - Entrepreneurship Minor at McCombs School of Business, University of Texas at Austin

    - Average Teaching Evaluation: 4.5/5

- **Instructor**, Business Strategy (Strategy 290)   Winter 2018

    - BBA Core at Stephen M. Ross School of Business, University of Michigan

    - Teaching Evaluation: 4.5/5; 95% of the students rated the teaching quality as good or above

- **Teaching Assistant**, Leading People & Organizations (MO 503)   Fall 2018

    - MBA Core at Stephen M. Ross School of Business, University of Michigan

- **Teaching Assistant**, Moral Reasoning and Critical Thinking   Fall 2012

    - School of Economics and Management, Tsinghua University

PROFESSIONAL SERVICE

- Rep at Large, SMS Behavioral Strategy Interest Group   2022–present

- Organizer of AOM PDW "Landscape of research on organizational search: Diverse approaches and the path forward."   2022

- Organizer of AOM Showcase Symposium "Strategic decision making and the pursuit of conflicting goals: Taking stock and looking ahead."   2021

- Reviewer for the Strategic Management Society Special Conference in Hangzhou   2019

- Reviewer for the Strategic Management Society Annual Conference   2019

- Organizer of AOM Symposium "Reviving a political perspective of organizations and behavioral strategy: From theories to methods."   2019

- Ad-hoc reviewer for *Organization Science*   2018–present

- Ad-hoc reviewer for *Strategic Management Journal*   2022–present

- Reviewer for the Academy of Management Annual Meeting (STR and OMT)   2017–present

- Member of University of Michigan Ross PhD Forum Grants Committee   2016–2017

HONORS AND AWARDS

- TIM Best Dissertation Award Finalist, AOM Annual Conference   2022

- Best Conference PhD Paper Prize, SMS Annual Conference   2020

- Behavioral Strategy Interest Group Best PhD Paper Award, SMS Annual Conference   2020

- ISR-Rackham Summer Training Award, University of Michigan   2019

- Spivey Hall Fellow (awarded to Ross PhD students for academic excellence)   2018–2019

- FIU Best Paper Prize, SMS Special Conference, São Paulo   2018

- Emeritus Award for Best Second Year Paper, Ross Business School, University of Michigan   2018

- Early PhD Candidacy Award, Ross School of Business, University of Michigan   2017

- Doctoral Studies Fellowship, Ross School of Business, University of Michigan   2015–2020

- Koopmans Scholarship, Tilburg Univeristy   2013–2014

- Scholarship for Excellence in College Entrance Examination, Tsinghua University   2009

OTHER INFORMATION

- Proficient in LaTeX, Python, R, SQL, and STATA