

Qi Zhu

Assistant Professor

Department of Management & Marketing, Faculty of Business

The Hong Kong Polytechnic University

Phone: (852) 27667376

Email: QiZhu@polyu.edu.hk

ORCID: 0000-0002-0507-8793

EDUCATION

W. P. Carey School of Business, Arizona State University
Ph.D. in Management (Strategy and Entrepreneurship)

2019

RESEARCH INTERESTS

I focus on examining how executives affect strategies, how directors effectively monitor executives, and how investors with enhanced power over organizations play their roles in strategic leadership and corporate governance.

REFEREED JOURNAL ARTICLES

Zhu, Q., Hu, S., & Shen, W. Why do some insider CEOs make more strategic changes than others? the impact of prior board experience on new CEO insiderness. *Strategic management Journal*. Forthcoming

Knippen, J. M., Shen, W., & **Zhu, Q.** 2019. Limited progress? The effect of external pressure for board gender diversity on the increase of female directors. *Strategic Management Journal*, 40(7): 1123-1150.

Zhu, H., **Zhu, Q.**, & Ding, Z. The roles of Chinese CEOs in managing individualistic cultures in cross-border mergers and acquisitions. *Journal of Management Studies*. 57(3): 664-697.

Zhu, H., & **Zhu, Q.** Mergers and acquisitions in frontier research and in china: implications for future research on Chinese mergers and acquisitions. *Asia Pacific Journal of Management*, 33(4): 1107-1149.

UNDER REVIEW ARTICLES

Wang, D., **Zhu, Q.**, Shen, W., Waldman, D. & Avolio, B. [CEO dismissal and employee ratings]. (Under review). *Academy of Management Journal*

Zhu, D. H., **Zhu, Q.**, & Kang, Y. [Top executive learning and breakthrough inventions]. (Under review). *Academy of Management Journal*

Shen, W., **Zhu, Q.**, & Zhu, D. H. [Intergroup bias and new CEO turnover]. Reject and resubmission. *Strategic management Journal*

SELECTED WORKING PAPERS

Jiang, H., **Zhu, Q.**, Shen, W., Cannella, A., & Dong, M. Would CEOs with indiscretions be fired? [Finished data collection. Target journal: **Strategic management Journal**]

Hu, S., **Zhu, Q.**, & Shen, W. 2019. CEO power, CEO risk taking, and performance feedback. [Finished data collection. Target journal: Strategic management Journal]

Zhu Q., & Yao, T. Female executive, CEO turnover, and firm performance. [Finished data collection. Target journal: **Strategic management Journal**]

CONFERENCE PRESENTATIONS

Zhu, Q., Hu, S., & Shen, W. 2019. Why do some new insider CEOs make more strategic change than others? the influence of prior board experience. *Academy of Management Annual Meeting*, Boston

Hu, S. & **Zhu, Q.** Reintroducing managerial agency into the btotf: CEO duality, origin, and firm response to performance feedback. *Strategic Management Society Conference*, Las Vegas.

Zhu, Q., Zhu, D. H., & Kang, Y. 2018. Top executive learning and breakthrough inventions. *Academy of Management Annual Meeting*, Chicago

Hu, S., & **Zhu. Q.** 2018 The dual effects of CEO cognition and social status on strategic change and performance feedback. *Strategic Management Society Conference*, Paris, France.

Kang, Y., Zhu, D. H., & **Zhu, Q.** 2018. How having uncommon names influences CEOs' strategic decisions. *Academy of Management Annual Meeting*, Chicago

Zhu, Q., & Shen, W. 2016. Post-succession strategic change, firm performance, and the role of new CEOs' prior board experience. *Academy of Management Annual Meeting*, Anaheim

Zhu, Q., & Shen, W. 2015. New CEOs and strategic change: the influence of prior board experience. *Academy of Management Annual Meeting*, Vancouver, BC.

Shen, W., Zhu, D. H., & **Zhu, Q.** 2015. Intergroup bias and new CEO turnover. *Academy of Management Annual Meeting*, Vancouver, BC.

PROFESSIONAL ACTIVITIES & ACADEMIC SERVICE**Ad hoc reviewer**

British Journal of Management

Corporate Governance: An International Review

Journal of Management studies

Journal of World Business

Management and Organization Review

Conference reviewer

Academy of Management Annual Meeting
Strategic Management Society Conference

Membership

Academy of Management
Strategic Management Society
International Association for Chinese Management Research

TEACHING

Courses Taught at Hong Kong Polytechnic University

MM4311 Strategic Management LTL006 (Fall 2019) (Student evaluation: 4.3/5)

MM4311 Strategic Management LTL010 (Fall 2019) (Student evaluation: 4.3/5)

Courses Taught at Arizona State University

WPC 480 Strategic Management (Fall 2016) (Student evaluation: 6.0/7)

WPC 480 Strategic Management (Spring 2018) (Student evaluation: 6.4/7)

WPC 480 Strategic Management (Spring 2019) (Student evaluation: 6.1/7)