

ZHI CAO

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ACADEMIC POSITIONS

University of Arizona *August 2023-Present*
Assistant Professor of Management and Organizations

University of Nevada, Las Vegas *July 2020-June 2023*
Assistant Professor of Strategic Management

EDUCATION

University of Wisconsin-Madison *May 2020*
Ph.D. in Management, Concentration: Strategy and Entrepreneurship

Shandong University, China *July 2009*
B.S. in Mathematics

RESEARCH INTERESTS

Organizational learning, Behavioral theory of the firm (performance feedback & problemistic search), Corporate strategy, Entrepreneurship, Technological innovation

PUBLICATIONS

Li, M., Cao, Z., & Terjesen, S. Venture governance, CEO duality, and new venture performance. *Strategic Entrepreneurship Journal*. Forthcoming

Cao, Z., Jiang, F., & Wang, D. Performance shortfalls, response directions, and belief in the effectiveness of responses. *Academy of Management Journal*. Forthcoming

Cao, Z., & Posen, H. 2023. When does pre-entry experience improve new venture performance? A meta-analytic investigation of critical moderators. *Organization Science*, 34(2), 613-636.

Posen, H., Ross, J., Wu, B., Benigni, S., & Cao, Z. 2023. Reconceptualizing imitation: Implications for dynamic capabilities, innovation, and competitive advantage. *Academy of Management Annals*, 17(1), 74-112.

Cao, Z., Li, Y., Jayaram, J., Liu, Y., & Lumineau, F. 2018. A meta-analysis of the exchange hazards-interfirm governance relationship: An informal institutions perspective. *Journal of International Business Studies*, 49(3): 303-323

An, W., Zhao, X., Cao, Z., Zhang, J., & Liu, H. 2018. How bricolage drives corporate entrepreneurship: The roles of opportunity identification and learning orientation. *Journal of Product Innovation Management*, 35(1):49-65

Cao, Z., & Lumineau, F. 2015. Revisiting the interplay between contractual and relational governance: A qualitative and meta-analytic investigation. *Journal of Operations Management*, 33-34: 15-42

PAPER UNDER R&R AND REVIEW

Li, Y., Zhu, J., Cao, Z., & Xia, J. Dropout entrepreneurs and venture capital funding: A signaling perspective. 1st round R&R at *Strategic Management Journal*

WORKING PAPERS

Cao, Z. & Hu, S. Balancing risk and reward: Undertaking low-risk versus high-risk projects in response to performance shortfalls. Polishing stage, targeting *Organization Science*

Cao, Z. & Hu, S. Acquisition, divestiture, or recombination? Examining the relationship between performance shortfall and business unit reconfiguration. Polishing stage, targeting *Strategic Management Journal*

Cao, Z. & Terlaak, A. Historical comparison, social comparison, and the timing for environmental disclosure. Writing stage, targeting *Strategic Management Journal*

Cao, Z. & El-Zayaty, A. To settle or not to settle? The role of judges' political ideology in facilitating patent litigation settlement. Polishing stage, targeting *Organization Science*

Cao, Z. Omission and commission errors in preventive learning. Data analysis stage, targeting *Strategic Management Journal*

Cao, Z., Posen, H., & Lin, Z. How does pre-entry experience enhance entrant performance? Evidence from learning curves of new banks. Revising stage, targeting *Strategic Management Journal*

Cao, Z. & Xiao, Y. The influence of organizational goal change on directions of problemistic search change: A quasi experiment. Conceptualization and data collection stage, targeting *Management Science*

Ganco, M., Cao, Z., & El-Zayaty, A. Patent litigation and patent trading. *Data analysis stage*

Cao, Z. & Kim, S. Performance attribution ambiguity in the behavioral theory of the firm. *Model building stage*

HONORS AND AWARDS

Douglas Nigh Award Finalist for *IM Division* at the Annual Meeting of the Academy of Management in Vancouver, BC, Canada, 2020 (virtual)

Best Reviewer Award for *STR Division* at the Annual Meeting of the Academy of Management in Boston, Massachusetts, 2019

Ambassador Award, awarded to my research paper published in the *Journal of Operations Management* that is the most widely cited by journals *outside* of the field of operations management (e.g., *AMJ*, *OrgSci*, *SMJ*) during 2015-2019 (5-year period)

Best Reviewer Award for *Entrepreneurship Division* at the Annual Meeting of the Academy of Management in Anaheim, California 2016

Graduate School & Wisconsin Alumni Research Foundation (WARF) Fall Research Competition Grant, July 1, 2016-June 30, 2017

Prof. Hart Posen applied for the grant and I was awarded the PAship from the grant

Dean's Naming Fund Scholarship, Wisconsin School of Business, the University of Wisconsin-Madison, 2014-2017

Vilas Conference Travel Grants-Conference Presentation Funds, the University of Wisconsin-Madison, August 2015

Student Travel Award, Wisconsin School of Business, the University of Wisconsin-Madison, July 2015, July 2016

CONFERENCE PRESENTATIONS

- The role of judges' political ideology in facilitating patent litigation settlement
Academy of Management (AOM) Annual Meeting, Boston, MA, August 2023
- Performance shortfall, decision makers' cognition, and the directions of problemistic search
Academy of Management (AOM) Annual Meeting, virtual, July-August 2021
- New venture performance feedback and the evolution of CEOs' functional assignments
SMS Special Conference, Hangzhou, China, December 2020 (cancelled due to Covid)
- Carriers of competing institutional logics: The effect of returnees in corporate boards on M&A
Academy of Management (AOM) Annual Meeting, virtual, August 2020
This paper was chosen for Douglas Nigh Award Finalist.
- Problem solving or winner rewarding? The roles of star products
GLEN Conference, Minneapolis, MN, May 2019
- Performance attribution ambiguity and organizational learning
SMS Annual Conference, Paris, France, September 2018
- Performance feedback and organizational learning: The role of expected future performance decrease
Academy of Management (AOM) Annual Meeting, Atlanta, GA, August 2017
- Competitive strength and patenting strategies: The influence of injunctions on patenting behavior
Academy of Management (AOM) Annual Meeting, Atlanta, GA, August 2017
Midwest Strategy Meeting (MSM), Ames, Iowa, June 2017
- Getting specific about the relationship between pre-entry experience and new venture performance: A meta-analysis
Academy of Management (AOM) Annual Meeting, Anaheim, CA, August 2016
- Pre-entry experience, post-entry organizational learning, and new entrants' performance
Academy of Management (AOM) Annual Meeting, Vancouver, BC, Canada, August 2015
This paper was chosen for the best paper proceedings.
- Revisiting the Interplay between Contractual and Relational Governance
Academy of Management (AOM) Annual Meeting, Philadelphia, PA, August 2014

TEACHING

Teaching Interests

Strategic Management, Entrepreneurship

Instructor Experience

BUS496 Strategic Management & Policy (undergraduate course)
Aug 2020-May 2023

MHR423 Strategic Management (undergraduate course)
Sep 2019-May 2020

MHR322 Introduction to Entrepreneurship Management (undergraduate course)
July-August 2017

MHR300 Managing Organizations (undergraduate course)

- (1) *online*, June-August 2018
- (2) *online learning and offline lecturing*, Sep 2018-May 2019

Teaching Assistant Experience

MHR723 Business Strategy (Jan 2015-May 2015)
FIN457 Entrepreneurial Finance (Sep 2014-Dec 2014)
MHR300 Managing Organizations (Sep 2015-May 2016)
GenBus704 Data to Decisions (Sep 2014-Dec 2014)
MHR611 Personnel Staffing and Evaluation (Sep 2017-Dec 2017)

SERVICE

Ad hoc reviewer for:

Academy of Management Journal
Strategic Management Journal
Journal of International Business Studies
Journal of Operations Management
Journal of Management Studies

Mentor of Undergraduate Research Scholars (URS) at the University of Wisconsin-Madison, Sep 2019-May 2020

Students guided: Evan (Michael) Slonac, Josephine Matyszewski, and Michael (Si Wei) Tang

Reviewing for Academy of Management (AOM) Annual Conference, 2014-2021

Reviewing for Strategic Management Society (SMS) Annual Conference 2019

Interviewing applicants to Wisconsin School of Business PhD program, 2016-2019

Assisting Prof. Hart Posen in organizing *Wisconsin Organizational Modeling Meeting*, 2018

OTHER SKILLS AND INTERESTS

Languages: Chinese (native), English (fluent)

Software: Stata, SAS & Matlab

ACADEMIC MEMBERSHIP

Academy of Management

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