

# FIONA KUN YAO

Management of Organizations  
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## EDUCATION

- Ph. D.     **University of California, Berkeley**  
Management of Organizations, Haas School of Business, expected May 2012
- Dissertation: Social Context of the Exercising of Stock Options: Three Essays*  
*Committee: Waverly Ding, Neil Fligstein, James Lincoln, Jo-Ellen Pozner.*
- M. S.     **University of California, Berkeley**  
Business Administration, Haas School of Business, 2008
- M. Phil.   **Hong Kong University of Science & Technology**  
Strategy and International Business, School of Business and Management, 2006
- M. A.     **Nanjing University, P. R. China**  
Management, Business School , 2002
- B. A.     **Nanjing University, P. R. China**  
Management, Business School, 1999

## MAJOR AWARDS AND HONORS

- 2011-12   IRLE GSR Research Support Award, University of California, Berkeley  
2009-10   IRLE Research Support Award, University of California, Berkeley  
2007-08   Crawford Research Grant, University of California, Berkeley  
2006-07   Ph.D. Fellowship, University of California, Berkeley  
2005      Finalist of the Best Paper Award for the paper titled “Competing in Multiple Geographic Markets: Multi-market Contact and Foreign Entry Location Decisions in China,” (co-authored with Jiatao Li) at the 47<sup>th</sup> Annual Meeting of Academy of International Business, 2005  
2005      Finalist of the Best Paper Award for the paper titled “Population Exploitation, Organizational Exploration: Effects on FDI Location Decisions in China” (co-authored with Jiatao Li) at the 47<sup>th</sup> Annual Meeting of Academy of International Business, 2005  
2005      Teaching Excellence Award, Hong Kong University of Science & Technology  
2002-05   Studentships, Hong Kong University of Science & Technology  
2001      Guanghua Scholarship (First Prize) and Excellent Graduate Student Award (Merit-based), Nanjing University  
2000      Xu Jilian Scholarship (First Prize), Nanjing University  
1998      Renmin Scholarship (First Prize), Midea Scholarship (First Prize), and Excellent Student Award of Business School (Merit-based), Nanjing University  
1997      Renmin Scholarship (First Prize), Luo Pu Scholarship (First Prize), and Excellent Student Award (Merit-based), Nanjing University  
1996      Renmin Scholarship (First Prize), Ou Yangzao Scholarship (First Prize), and Excellent Student Award of Business School (Merit-based), Nanjing University.

## RESEARCH INTEREST

China and Emerging Economies  
Corporate Governance and Executive Stock Options

International Business and Location Decisions  
Organizational Misconduct  
Network and Innovation

### **JOURNAL PUBLICATION**

The Role of Reference Groups in International Investment Decisions by Firms from Emerging Economies (with Jiatao Li). *Journal of International Management* (2010), 16: 143-153.

### **MANUSCRIPTS UNDER REVIEW**

Learning within an Ecology of Learners: Intra- and Inter-organizational Effects in Foreign Market Entry Location Decisions (with Jiatao Li, Cuili Qian).

Status: **Revise and Resubmit**, *Strategic Management Journal*

Sub-national Institutions and the Strategy of Foreign Location Choice: Evidence from China (with Jiatao Li)

Status: **Revise and Resubmit**, *Journal of International Business Studies*

Competing in Multiple Geographic Markets: Multi-market Contact and Foreign Entry Location Decisions in China (with Jiatao Li).

Status: **Revise and Resubmit**, *Asia Pacific Journal of Management*

Preventing a Crime? Exploring the Impact of Corporate Governance on Corporate Illegal Behavior in China (with Jiatao Li)

Status: Under review, *Journal of Business Ethics*

### **WORKING PAPERS**

The Diffusion of an Illegitimate and Invisible Practice: Evidence from Stock Backdating (with Pino Audia)

Status: Second draft

Collective Deviance: Executive Stock Option Exercises in Overseas Chinese firms

Status: Data analysis

Individual Network Structures after Earnings Restatement (With Jo-Ellen Pozner)

Status: Data analysis

Categorical Membership and Stigma (with Jo-Ellen Pozner)

Status: Data collection

Innovation and Top Management Teams in Overseas Chinese Firms (With Waverly Ding)

Status: Data analysis

Executive Gender and Status (With Waverly Ding)

Status: Data collection

### **CONFERENCE PROCEEDINGS AND PRESENTATIONS**

The Diffusion of an Invisible Practice: Evidence from Stock Backdating (with Pino Audia). Presented at the 71st Annual meeting of the Academy of Management, San Antonio, Texas, August 12-16, 2011.

Sub-national policy uncertainty and foreign investment location strategies in an emerging economy (with Jiatao Li). Presented at the 69th Annual meeting of the Academy of Management, Chicago, August 7-11, 2009.

Emerging economy multinationals as reference groups: Institutional environments and investing in China (with Jiatao Li). Presented at Copenhagen Business School, October, 2008.

The Geography of stock backdating(with Pino Audia). Presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, PA, August 3-8, 2007

Preventing a Crime? Exploring the Impact of Corporate Governance on Corporate Illegal Behavior in China. Presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, PA, August 3-8, 2007

A Network Perspective on Geographic Competition: Market Entry Decisions of American Subsidiaries in China, 1979-1995. Presented at the 66th Annual Meeting of the Academy of Management, Honolulu, Hawaii, August 8-14, 2006

Population Exploitation, Organizational Exploration: Intra- and Inter-Organizational Effects on FDI Location Decisions in China (with Jiatao Li). Presented at the 65th Annual Meeting of the Academy of Management, Honolulu, Hawaii, August 5-10, 2005.

Competing in Multiple Geographic Markets: Multi-market Contact and Foreign Entry Location Decisions in China (with Jiatao Li). **Finalist for the Best Paper Award at the Academy of International Business Annual Meeting, 2005**. Presented at the 47<sup>th</sup> annual meeting of the Academy of International Business, Quebec, Canada, July 9-12, 2005. Published as an abstract in *Local Roots, Global Links, Proceedings of the 47th Annual Meeting of the Academy of International Business*, Yves Doz and Tunga Kiyak (eds.):144.

Population Exploitation, Organizational Exploration: Intra- and Inter-Organizational Effects on FDI Location Decisions in China (with Jiatao Li). **Finalist for the Best Paper Award at the Academy of International Business Annual Meeting, 2005**. Presented at the 47<sup>th</sup> Annual Meeting of the Academy of International Business, Quebec, Canada. July 9-12, 2005. Published as an abstract in *Local Roots, Global Links, Proceedings of the 47th Annual Meeting of the Academy of International Business*, Yves Doz and Tunga Kiyak (eds.): 100.

## RESEARCH EXPERIENCE

**Research Assistant** for Professor Jo-Ellen Pozner, University of California, Berkeley  
2009-now            Research projects on individual network structures after earnings restatement

**Research Assistant** for Professor Waverly Ding, University of California, Berkeley  
2008-now            Research projects on the individual and organizational social capital in new biotech firms

**Research Assistant** for Professor Pino Audia, University of California, Berkeley  
2006-now            Research projects on the diffusion of stock option of backdating practice

**Research Assistant** for Professor Jiatao Li, The Hong Kong University of Science & Technology.  
2004-2005            Research projects on location decisions of American FDI in China  
2003-2004            Research projects on expatriate strategies in foreign investment  
2003                    Research projects on demographic faultlines, conflict, and disintegration in work teams of joint ventures in China  
2002                    Research projects on the emergence of wholly owned foreign subsidiaries in China

## TEACHING EXPERIENCE

**Teaching Assistant** for Professor Jo-Ellen Pozner, University of California, Berkeley  
Fall 2011        *“Leading People”*: MBA course.

**Teaching Assistant** for Professor Nancy Euske, University of California, Berkeley  
Fall 2010        *“Leading People”*: MBA course.  
Fall 2008        *“Organizational Behavior”*: MBA course.

**Teaching Assistant** for Professor Waverly Ding, University of California, Berkeley  
Fall 2007        *“Organizational Behavior”*: MBA course.

**Instructor**        The Hong Kong University of Science & Technology.  
Summer 2005     *“Introduction to Management”*: Undergraduate level  
**Teaching evaluation: 86.2/100, Teaching Excellence Award**

**Teaching Assistant** for Professor Aidan Kelly, The Hong Kong University of Science & Technology.  
Spring 2005     *“Organizational Behavior”*: Undergraduate level.

## INDUSTRY EXPERIENCES

Mar, 2002        Intern. CASH Financial Services Group Limited, Hong Kong.  
June-Aug, 2001   Management Assistant. Personal Communication Sector, Motorola (China) Electronics, Ltd., Nanjing, P.R China: Analyzing competitive advantages of Motorola mobile phones in Jiangsu, Anhui and Fujian provinces in China.  
May-July, 2001   Consultant. Nanjing University Pharmaceutical Company, Nanjing, P.R China: Diagnosing HRM problems.  
Sep-Dec, 2000    Consultant. Sunshine Consulting Company, Nanjing, P.R China: Taking part in the Corporate Identification System (CIS) Project of Nanjing Ocean Shipping Company  
Aug-Sep, 2000    Consultant. Nongken Group, Nanjing, P.R China: Diagnosing R&D problems.  
Dec, 1997        Market Researcher. China Economic Monitoring Center, Beijing, P.R China: Surveying consumer behavior in Nanjing, Jiangsu Province, P. R. China.

## PROFESSIONAL MEMBERSHIPS AND SERVICES

Member of Academy of Management (OMT and BPS divisions)  
Member of International Association for Chinese Management Research (IACMR)  
Reviewer for Journal of International Management  
Reviewer for the Academy of Management Annual Meeting  
Reviewer for the Academy of International Business Annual Meeting  
Reviewer for Meeting of International Association for Chinese Management Research (IACMR)

## REFERENCES

Waverly Ding, R.H. Smith School of Business, University of Maryland  
[wding@rhsmith.umd.edu](mailto:wding@rhsmith.umd.edu)  
James Lincoln, Management of Organizations, University of California, Berkeley  
[lincoln@haas.berkeley.edu](mailto:lincoln@haas.berkeley.edu)  
Jo-Ellen Pozner, Management of Organizations, University of California, Berkeley  
[pozner@haas.berkeley.edu](mailto:pozner@haas.berkeley.edu)