

CURRICULUM VITAE

Qing Cao

2100 Hillside Road, Unit 1041
School of Business, Management Department
University of Connecticut
Storrs, CT 06269-1041, USA

Phone: 1-860-486-8837
Fax: 1-860-486-6415
Email: gcao@business.uconn.edu

CURRENT POSITION

Assistant Professor in Strategy and Entrepreneurship 2006-present
School of Business, University of Connecticut

EDUCATION

Ph.D. University of Maryland 2006
Robert H. Smith School of Business
College Park, MD, USA
Major: *Strategic Management*
Minor: *Organizational Behavior*

B.S. Shanghai Jiao Tong University 1998
School of Management
Shanghai, China
Major: *International Business*

RESEARCH INTERESTS

Inter-organizational partnerships, management of entrepreneurial firms, international management

DISSERTATION

Title: Navigating through Extreme Asymmetry: Partnerships between Entrepreneurial Ventures and Established Firms
Committee: Anil K. Gupta (Chair),
Ken G. Smith, M. Susan Taylor, David M. Waguespack, Alan Neustadt

SCHOLARLY AWARDS AND GRANTS

Best Macro Paper Silver Medal, International Association of Chinese Management Research Meetings, 2008
Best Paper 1st Runner-up, Academy of International Business Meetings, 2005
Best Reviewer Award, Academy of International Business Meetings, 2005
Best Reviewer Award, Eastern Academy of Management Meetings, 2005
Best Conference Paper Honorable Mention, Strategic Management Society Meetings, 2004

Top 15% Instructor Award, University of Maryland, 2003

Research Grant, Connecticut Center for Entrepreneurship and Innovation (CCEI)

Research Grant, Center for International Business Education and Research (CIBER), University of Connecticut Business School

PUBLICATIONS

Smith, K. G., & Cao, Q. 2007. An entrepreneurial perspective of firm-environment relationship. *Strategic Entrepreneurship Journal*, 1 (3-4): 329-344.

Cao, Q., Maruping, L., & Takeuchi, R. 2006. Disentangling the effects of CEO turnover and succession on organizational capabilities: A social network perspective. *Organization Science*, 17: 563-576.

Gupta, A. K., & Cao, Q. 2005. A strategic embeddedness analysis of global business teams: Directions for future research. In D. L. Shapiro, M. A. Von Glinow, & J. L. C. Cheng (Eds.), *Managing Multinational Teams: Global Perspectives*: 233-248. Oxford: Elsevier/JAI.

WORKING PAPERS

Cao, Q., Gedajlovic, E., & Zhang, H. Unpacking ambidexterity: Dimensions, contingencies, and synergistic effects. Conditional-Accept at *Organization Science*.

Cao, Q., & Gupta, A. The mouse and the elephant: Competing for attention and resources in highly asymmetric partnerships. Revise-Resubmit at *Academy of Management Journal*.

Cao, Q., & Dimov, D. Peeling the onion of new venture legitimacy: The nature of VC investors and partnering with an industry leader. To be submitted to *Strategic Management Journal*.

Qian, C., Cao, Q., Takeuchi, R., & Zhang, H. TMT diversity to organizational innovation: The moderating roles of environment. To be submitted to *Academy of Management Journal*.

Cao, Q., Simsek, Z., & Zhang, H. Modeling the joint impact of the CEO and the TMT on organizational ambidexterity. To be submitted to *Journal of Management Studies*.

Gedajlovic, E., Cao, Q., & Zhang, H. Disentangling the effect of ownership on organizational exploration and exploitation. To be submitted to *Journal of Management*.

Gupta, A., & Cao, Q. Parent-subsidiary conflict within multinational enterprises: Distance, local isomorphism, and strategic orientation. To be submitted to *Journal of International Business Studies*.

Zhang, X., Cao, Q., & D. Tjosvold. Linking transformational leadership and team performance: A conflict management approach. To be submitted to *Journal of Organizational Behavior*.

Yamanoi, J., Cao, Q., & Zhang, H. Learning from exploratory alliances: Moderating effects of alliance experience and TMT functional diversity. To be submitted to *Journal of Management*.

WORK IN PROGRESS

Partnership dynamics between an entrepreneurial venture and an established firm: Examining the venture's relative competitiveness in the alliance portfolio.

Timing of partnering with an established firm and new venture innovation.

An examination of entrepreneurial ventures partnering with multiple established firms.

Top management team social networks in Chinese new ventures.

CONFERENCE PRESENTATIONS

Cao, Q., Gedajlovic, E., & Zhang, H. 2008. Unpacking ambidexterity: Dimensions, contingencies, and synergistic effects. To be presented at the 68th Annual Meeting of Academy of Management, Anaheim, PA, August 2008.

Gedajlovic, E., Cao, Q., & Zhang, H. 2008. Disentangling the effect of ownership on organizational exploration and exploitation. Presented at the 3rd Biannual Meeting of International Association of Chinese Management Research, Guangzhou, China, June 2008.

Cao, Q., & Gupta, A. 2007. Navigating through extreme asymmetry: Partnerships between entrepreneurial ventures and established firms. Presented at the 67th Annual Meeting of Academy of Management, Philadelphia, PA, August 2007.

Cao, Q., & Zhang, H. 2007. The role of CEO social networks in ambidexterity of entrepreneurial firms. Presented at the 67th Annual Meeting of Academy of Management, Philadelphia, PA, August 2007.

Cao, Q., & Dimov, D. 2007. Peeling the onion of new venture legitimacy: The nature of VC investors and partnering with an industry leader. Presented at the 27th Annual Meeting of Strategic Management Society, San Diego, CA, October, 2007.

Cao, Q., & Yamanoi, J. 2007. Dancing with an elephant: A competitive dynamics perspective. Presented at the 27th Annual Meeting of Strategic Management Society, San Diego, CA, October, 2007.

Cao, Q., Maruping, L., & Takeuchi, R. 2006. Disentangling the effects of CEO turnover and succession on organizational capabilities: A social network perspective. Presented at the 66th Annual Meeting of Academy of Management, Atlanta, GA, August 2006.

Zhang, H., & Cao, Q. 2006. CEO's social embeddedness and R&D strategy of entrepreneurial firms in China. Presented at the 66th Annual Meeting of Academy of Management, Atlanta, GA, August 2006.

Cao, Q. 2005. Exploration and exploitation: Synthesis and extension. Presented at the 25th Annual Meeting of Strategic Management Society, Orlando, FL, October, 2005.

Gupta, A. K., & Cao, Q. 2005. Parent-subsidiary conflict within MNCs: An examination of antecedents and consequences. Presented at the 65th Annual Meeting of Academy of Management, Honolulu, HI, August 2005.

Gupta, A. K., & Cao, Q. 2005. The strategic embeddedness of global business teams. Presented at

- the 47th Annual Meeting of Academy of International Business, Quebec City, Canada, July 2005.
- Cao, Q., & Jiang, L. 2005. Can the board effectively prevent illegal corporate behaviors? Beyond board independence. Presented at the 42nd Annual Meeting of Eastern Academy of Management, Springfield, MA, May 2005.
- Smith, K. G., Cao, Q., & Loftstrom, S. 2004. Dynamic capabilities and the process of structuration. Presented at the 24th Annual Meeting of Strategic Management Society, Puerto Rico, October 2004.
- Cao, Q. 2003. When is a business unit most likely to explore? Managerial aspirations and organizational contingencies. Presented at the 64th Annual Meeting of Academy of Management, New Orleans, LA, August 2003.
- Cao, Q. 2002. Subsidiary innovation in multinational corporations: An organizational justice perspective. Presented at the 63rd Annual Meeting of Academy of Management, Seattle, WA, August 2002.

TEACHING EXPERIENCE

- 2006- Instructor for undergraduate course MGMT290/4900 “Strategic Management and Business Policy”, School of Business, University of Connecticut
- 2002-2006 Instructor for undergraduate course BMGT495 “Business Policy” for a total of six sections, Robert H. Smith School of Business, University of Maryland.
- Evaluations range from 4.24 to 4.71 out of 5. Recognized as one of the “top 15%” instructors (including all Ph.D. student instructors and faculty instructors) in Robert H. Smith School of Business

PROFESSIONAL ASSOCIATIONS

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

PROFESSIONAL ACTIVITIES

- Ad hoc reviewer, Academy of Management Journal, Organization Science, Asia Pacific Journal of Management
- Ad hoc reviewer, Academy of Management Annual Meeting
- Ad hoc reviewer, Academy of International Business Annual Meeting
- Ad hoc reviewer, Eastern Academy of Management Annual Meeting

WORK EXPERIENCE

- 2004-2005 Program Coordinator for Academy of Management Annual Meeting in Honolulu
 Throughout the year, working with program chairs from the 24 divisions of the Academy of Management as well as the conference organizing committee to produce the Honolulu scholarly program

- 2003-2004 Professional Development Workshop (PDW) Coordinator for Academy of Management Annual Meeting in New Orleans
Throughout the year, working with PDW chairs from the 24 divisions of the Academy of Management as well as the conference organizing committee to produce the New Orleans PDW program
- 1999-2000 Assistant, Pudong KeChuang Venture Capital, Shanghai, China
Screening and analyzing business plans, developing a program to connect entrepreneurs, venture capitalists, and government agencies
- 1996-1999 Analyst, Boston Consulting Group, Shanghai, China
Collecting market data and making strategy analysis, involved in consulting projects regarding market entry of multinational firms into Chinese market, covering automation industry and a variety of consumer product industries

REFERENCES

Anil K. Gupta

Ralph J. Tyser Professor of Strategy & Organization
Research Director, Dingman Center for Entrepreneurship
Robert H. Smith School of Business
University of Maryland
College Park, MD 20742
Phone: 1-301-405-2221
Email: agupta@rhsmith.umd.edu

Ken G. Smith

President of Academy of Management, 2007
Dean's Chaired Professor of Business Strategy
Robert H. Smith School of Business
University of Maryland
College Park, MD 20742
Phone: 1-301-405-2250
Email: kgsmith@rhsmith.umd.edu