

SHI TANG

Cambridge Judge Business School
University of Cambridge
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EDUCATION

- 2021 (expected) Ph.D. **University of Cambridge**, Judge Business School
Major: Strategic Management
Honored as the Benavitch Scholar at St Catharine's College
- 2016 M.Phil. **University of Cambridge**, Judge Business School
Major: Innovation Strategy and Organisation
(with Distinction)
- 2015 B.S. **Tsinghua University**, School of Life Sciences
Major: Biological Science
(with Distinguished Thesis Award)

RESEARCH INTERESTS

Strategic leadership
Time perspective and temporal orientation
Gender in upper echelons
Innovation and entrepreneurship
Organizational ambidexterity

DISSERTATION TOPIC

Time Will Tell: The Impact of Executives' Subjective View of Time on Firm Strategy

Advisory Committee: Sucheta Nadkarni (until Oct 2019), Jennifer Howard-Grenville,
Andreas Richter, Gerry McNamara (Michigan State University)

PUBLISHED OR ACCEPTED PAPERS

Tang S., Nadkarni S., Wei L.Q. & Zhang S. (in press). Balancing the yin and yang: TMT gender diversity, psychological safety and firm strategic orientation in Chinese high-tech SMEs. *Academy of Management Journal*.

Tang S., Richter, A. W., & Nadkarni S. (2020). Subjective time in organizations: Conceptual clarification, integration, and implications for future research. *Journal of Organizational Behavior*. 41(2): 210-234.

MANUSCRIPTS UNDER REVIEW

Thatcher S., **Tang S.**, Richter, A.W., Zhang S., Jahanshahi A.A., & Nadkarni S. The great temporal divide: The strategic implications of top management team temporal faultlines. Manuscript under review at *Administrative Science Quarterly*.

WORKING PAPERS

Tang S. CEO temporal ambivalence: A dual pathway to firm ambidextrous innovation. *Manuscript in preparation, target journal: Administrative Science Quarterly*.

Nadkarni S., Oon, E., Chu, J., & Tang S. The global drivers of female board representation: A stereotype activation perspective. *Manuscript in preparation, target journal: Strategic Management Journal*.

Tang S., & Luan L. CEO temporal resilience and its short- and long-term strategic implications. *Data collection in progress*.

Brahm F., & Tang S. Middle managers' psychological traits, leadership behaviors, and firm strategic change. *Data analysis in progress*.

Tang S., & Kim, Y. J. Developing a holistic understanding of inclusion in investment management. *Data collection in preparation*.

SELECTED CONFERENCE PRESENTATIONS

Thatcher S., Tang S., Richter, A. W., Zhang S., Jahanshahi A. A., & Nadkarni S. (2020). *The great temporal divide: The strategic implications of top management team temporal faultlines*. Accepted to present at: Annual Meeting of the Academy of Management, Vancouver, Canada.

Nadkarni S., Oon, E., Chu, J., & Tang S. (2020). *The global drivers of female board representation: A stereotype activation perspective*. Accepted to present at: Annual Meeting of the Academy of Management, Vancouver, Canada.

Tang S., Nadkarni S., Wei L.Q. and Zhang S. (2019). *Balancing the yin and yang: TMT gender diversity, psychological safety and firm strategic orientation in Chinese high-tech SMEs*. Trans-Atlantic Doctoral Conference, London, UK.

Tang S., Nadkarni S., Wei L.Q. and Zhang S. (2018). *Balancing the yin and yang: TMT gender diversity, psychological safety and firm ambidexterity*. SMS Annual Conference, Paris, France.

Tang, S., & Richter, A. W. (2017). *Temporal adaptability: Adapt to interruptions at different stages of individual innovation process*. Annual Meeting of the Academy of Management, Atlanta, GA.

Tang, S. (2016). *Looking back and looking forward: The influence of new venture team temporal diversity on venture performance*. IE Business School Doctoral Consortium, Madrid, Spain.

GRANTS AND AWARDS

2020: Director's Research Excellence Prize from Judge Business School (£11,234)
2016 – 2020: CJBS PhD Scholarship from Judge Business School (£27,180)
2016 – 2019: Benavitch Scholarship from St Catharine's College (£30,000)
2019: Teaching Award from Judge Business School
2019: Academic Workshop Grant from Judge Business School (£1,254)
2018: Best Paper Award from CJBS Winter Conference
2018: Teaching Award from Judge Business School
2018: Conference Travel Grant from Judge Business School (£1,495)
2018: Graduate Travel and Research Fund from St Catharine's College (£500)
2017: Distinction Achievement Prize for first-year PhD from Judge Business School (£250)
2017: Fieldwork Fund from School of Technology (£2,965)
2017: Conference Travel Grant from Judge Business School (£2,208)
2016: Santander Prize for Master's Distinction from University of Cambridge (£250)
2015: Distinguished Thesis Award from Tsinghua School of Life Sciences
2015: Tsinghua Ten Most Influential Student Award from Tsinghua University
2014: Summer Overseas Research Grant from Tsinghua University (¥20,000)
2014: Scholarship for Academic Excellence from Tsinghua University (¥5,000)

TEACHING

2018/2019: Lecturer	Business strategy (Undergraduate) Girton College, University of Cambridge - Cohort 1 (4.7/5) - Cohort 2 (4.8/5)
2018/2019: Guest Lecturer	Entrepreneurial Career Development (Postgraduate Diploma and Masters in Entrepreneurship) Judge Business School, University of Cambridge
2017/2018: Lecturer	Business strategy (Undergraduate) Girton College, University of Cambridge - Cohort 1 (4.8/5) - Cohort 2 (4.9/5)
2019/2020: Teaching Assistant	Strategy Core Module (MBA) (4.5/5) Judge Business School, University of Cambridge
2018/2019: Teaching Assistant	Strategy Core Module (MBA) (4.7/5) Judge Business School, University of Cambridge
2017/2018: Teaching Assistant	Postgraduate Diploma and Masters in Entrepreneurship Judge Business School, University of Cambridge
2017/2018: Teaching Assistant	Econometrics I (MPhil in Finance) Judge Business School, University of Cambridge
2016/2017: Teaching Assistant	Negotiation Skills (MPhil in Technology Policy) Judge Business School, University of Cambridge

ACADEMIC SERVICE AND MEMBERSHIP

Ad-hoc Reviewer

Strategic Management Journal
Applied Psychology: An International Review

Conference Reviewer

The Academy of Management Annual Meeting
SMS Annual Conference
SMS Special Conference in Las Vegas

Academic Membership

Academy of Management
Strategic Management Society

OTHER ACADEMIC EXPERIENCES

2014: Research assistant at Berkeley Social Interaction Lab
Directed by Professor Dacher Keltner, University of California, Berkley
2015: Research assistant at Centre of Positive Psychology
Directed by Professor Kaiping Peng, Tsinghua University

SKILLS

Language: English (fluent), Mandarin (native), Spanish (beginner)
Software: R, SPSS, Stata, Mplus, Amos

OTHER

Hobbies: surfing, traveling, boxing, planting
CJBS website: <https://www.jbs.cam.ac.uk/programmes/research-programmes/current-phd-students-a-z/shi-tang/>
LinkedIn: <https://www.linkedin.com/in/shi-tang-2bb449161/>