

ERIC YANFEI ZHAO

Kelley School of Business, Indiana University
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Academic Appointments

Kelley School of Business, Indiana University
Associate Professor of Strategy & Entrepreneurship (with tenure), 2019-
Institute for Entrepreneurship & Competitive Enterprise Faculty Fellow, 2019-
PhD Program Co-Chair, 2018-
Assistant Professor of Strategy & Entrepreneurship, 2014-2019

Education

PhD in Strategy & Organization Theory (*Killam Fellow*), University of Alberta
MA in Sociology (*A+ Thesis, Connaught Scholar*), University of Toronto
MS in Managerial Economics & Strategy (*Distinction*), London School of Economics

Professional Honors & Awards

SMS Best Conference Paper Prize (Nominee), *Strategic Management Society*, 2020
Responsible Research in Management Award (Finalist), *IACMR & RRB*, 2020
• for 2018 Org. Sci. “*Taking trade-offs seriously*”
Emerging Scholar Award in Entrepreneurship, *Academy of Management*, 2019
SMJ “*Optimal Distinctiveness*” designated as Highly Cited Paper, *Web of Science*, 2019
• ranked among the top 1% most cited in the field of Economics & Business
Inaugural OMT Research Committee Service Award, *Academy of Management*, 2018
IACMR Best Conference Macro Paper Award, 2018
Inaugural IACMR Presidential Award for Responsible Research in Management, 2017
• for 2016 AMJ “*Not All Inequality Is Equal*”
ONE-NBS Research Impact on Practice Award, *Academy of Management*, 2017
• for 2016 AMJ “*Funding Financial Inclusion*”
D’Amore-McKim Best Paper Award, *13th Annual Social Entrepreneurship Conference*, 2016
OMT Best Entrepreneurship Paper Award (Runner Up), *Academy of Management*, 2016
SAMS/JMS Grigor McClelland Doctoral Dissertation Award Honorable Mention, 2015
Best Student Paper on Social Innovation, *European Group for Organizational Studies*, 2013
Best Student Paper Award (Finalist), *European Group for Organizational Studies*, 2013
Glueck Best Paper Award (Finalist), *Academy of Management*, BPS, 2012
Distinguished Paper Award, *Academy of Management*, BPS, 2012
Best Student Paper Award (Finalist), *Academy of Management*, SIM, 2012

Temple/AIB Best Paper Award (Finalist), *Academy of International Business*, 2012

Best Paper Award, *Academy of International Business*, 2012

- best paper in the “Institutions, Governance, and CSR” Track

ABCD Award for Best Reviewer, *Academy of Management*, OMT, 2012

Carolyn Dexter Award, *Academy of Management*, 2011

OMT Best International Paper Award, *Academy of Management*, OMT, 2011

Emerging Scholar Award (Runner Up), *Academy of International Business*, 2011

- for scholarly contribution to women’s entrepreneurship

WAIB/SSE Best Paper Award (Runner Up), *Academy of International Business*, 2011

- for increased gender awareness in international business research

Robert J. Litschert Award (Finalist), *Academy of Management*, BPS, 2009

Distinguished Student Paper Award, *Academy of Management*, BPS, 2009

Books

1. Zhao, Eric Yanfei. *Optimal Distinctiveness: A New Approach to the Competitive Positioning of Organizations and Markets*. (under contract) Cambridge, UK: Cambridge University Press.

Journal Publications (*denotes equal first author)

15. Zhao, Eric Yanfei, and Ling Yang (2021) “Women hold up half the sky? Informal institutions, entrepreneurial decisions, and gender gap in venture performance.” **Entrepreneurship Theory and Practice**, Forthcoming.
14. Williams, Trent, Eric Yanfei Zhao, Gerard George, Scott Sonenshein, and Deniz Ucbasaran (2021) “Getting more for less: The role of resourcefulness in entrepreneurship.” **Journal of Business Venturing**, Forthcoming.
13. Zhao, Eric Yanfei, and Mary Ann Glynn (2020) “Optimal Distinctiveness: On being the same and different.” **Organization Theory**, Forthcoming.
12. Grimes, Matthew, Trent Williams, and Eric Yanfei Zhao (2020) “Beyond hybridity: Accounting for the values complexity of all organizations in the study of mission and mission drift.” **Academy of Management Review**, 45(1): 234-239.
11. Zhao, Eric Yanfei, Masakazu Ishihara, and P. Devereaux Jennings (2020) “Strategic entrepreneurship’s dynamic tensions: Converging (diverging) effects of experience and networks on market entry timing and entrant performance.” **Journal of Business Venturing**, 35(2): 1-23.

10. Grimes, Matthew, Trent Williams, and Eric Yanfei Zhao (2019) “Anchors aweigh: The sources, variety, and challenges of mission drift.” **Academy of Management Review**, 44(4): 819-845.
9. Shepherd, Dean, Trent Williams, and Eric Yanfei Zhao (2019) “A framework for exploring the degree of hybridity in entrepreneurship.” **Academy of Management Perspectives**, 33(4): 491-512.
8. Zhao, Eric Yanfei, Masakazu Ishihara, P. Devereaux Jennings and Michael Lounsbury (2018) “Optimal distinctiveness in the console video game industry: An exemplar-based model of proto-category evolution.” **Organization Science**, 29(4): 588-611.
7. Wry, Tyler, and Eric Yanfei Zhao* (2018) “Taking tradeoffs seriously: Examining the contextually contingent relationship between social outreach intensity and financial sustainability in global microfinance.” **Organization Science**, 29(3): 507-528.
6. Zhao, Eric Yanfei, Greg Fisher, Michael Lounsbury and Danny Miller (2017) “Optimal distinctiveness: Broadening the interface between institutional theory and strategic management.” **Strategic Management Journal**, 38(1): 93-113.
5. Williams, Trent, Daniel Gruber, Kathleen Sutcliffe, Dean Shepherd and Eric Yanfei Zhao (2017) “Organizational response to adversity: Fusing crisis management and resilience research streams.” **Academy of Management Annals**, 11(2): 733-769.
4. Zhao, Eric Yanfei, and Michael Lounsbury (2016) “An institutional logics approach to social entrepreneurship: Market logic, religious diversity, and resource acquisition by microfinance organizations.” **Journal of Business Venturing**, 31(6): 643-662.
3. Zhao, Eric Yanfei, and Tyler Wry (2016) “Not all inequality is equal: Deconstructing the societal logic of patriarchy to understand microfinance lending to women.” **Academy of Management Journal**, 59(6): 1994-2020.
2. Cobb, Adam, Tyler Wry and Eric Yanfei Zhao* (2016) “Funding financial inclusion: Institutional logics and the contextual contingency of funding for microfinance organizations.” **Academy of Management Journal**, 59(6): 2103-2131.
1. Zhao, Eric Yanfei, Masakazu Ishihara and Michael Lounsbury (2013) “Overcoming the illegitimacy discount: Cultural entrepreneurship in the U.S. feature film industry.” **Organization Studies**, 34(12): 1747-1776.

Publications in Leading Chinese Journals

2. Guo, Hai, Yonghui Li, and Eric Yanfei Zhao (2020) “To be different, or to be the same: Literature review and prospect.” **Nankai Business Review**, Forthcoming.

1. Zhao, Eric Yanfei, and Yong Li (2019) “Institutions and entrepreneurship: Broadening and contextualizing institutional theory in entrepreneurship research.” **Quarterly Journal of Management**, 2: 15-25.

Book Chapters and Refereed Conference Proceedings

9. Zhu, David Hongquan, and Eric Yanfei Zhao (2018) “Empirical design and analysis using panel data.” In **Empirical Methods in Organization and Management Research**. Ed. Xiaoping Chen and Wei Shen. Beijing, China: Peking University Press. [in Chinese]
8. Zhao, Eric Yanfei, and Matthew Grimes (2016) “Commercial pressures, organizational identity commitments, and mission drift among social enterprises.” **Academy of Management Best Paper Proceedings (OMT)**.
7. Zhao, Eric Yanfei (2014) “Mission drift in microfinance: An exploratory empirical approach based on ideal types.” **Research Methodology in Strategy and Management**, 9: 77-109. *Special Issue on Research Methods in Social Entrepreneurship*.
6. Lounsbury, Michael, and Eric Yanfei Zhao (2013) “Neo-institutional Theory.” In **Oxford Bibliographies in Management**. Ed. Ricky Griffin. New York: Oxford University Press.
5. Zhao, Eric Yanfei (2012) “The sustainability of social ventures: The financial-social performance debate in microfinance.” **Academy of Management Best Paper Proceedings (SIM)**.
4. Zhao, Eric Yanfei, Masakazu Ishihara and P. Devereaux Jennings (2012) “Competing imitation strategies in the U.S. video game market.” **Academy of Management Best Paper Proceedings (BPS)**.
3. Zhao, Eric Yanfei, and Tyler Wry (2011) “Societal patriarchal logics and the emergence of microfinance organizations.” **Academy of Management Best Paper Proceedings (OMT)**.
2. Zhao, Eric Yanfei (2009) “Compensatory legitimation: Naming strategies and the categorical imperative.” **Academy of Management Best Paper Proceedings (BPS)**.
1. Zhao, Eric Yanfei, Stan Xiao Li and Masakazu Ishihara (2008) “Category spanning, naming strategies and performance implications in the U.S. film industry.” **Academy of Management Best Paper Proceedings (OMT)**.

Refereed Conference Presentations

- Academy of Management Annual Conference, 2008-2020

- Academy of International Business, 2011-2012
- European Group for Organization Studies, 2008-2020
- INFORMS, 2012
- International Association for Chinese Management Research, 2018-2020
- Strategic Management Society Annual Conference, 2013, 2016 (HK), 2020

Invited Talks and Workshops

- 2021: University of Colorado, Boulder
- 2020: University of New South Wales, University of Alberta
- 2019: University of South Carolina, Tsinghua University, Peking University, Renmin University, Shandong University, Sun Yat-sen University, University of Electronic Science and Technology, HEC Paris, EMLYON Business School, Grenoble Ecole de Management, National University of Singapore
- 2018: Hong Kong University of Science and Technology, IACMR Keynote on Responsible Research for a Better World, Tsinghua University, Shanghai University of Finance and Economics, ShanghaiTech University, University of Electronic Science and Technology, Renmin University, Shenzhen University, Chinese University of Hong Kong (Shenzhen)
- 2017: University of Alberta WCRS Tech Entrepreneurship
- 2016: London Business School Organizations with Purpose Workshop, Tsinghua University
- 2015: University of Washington WCRS Tech Entrepreneurship, University of Alberta Institutions Conference, University of Michigan Colloquium of Social Innovation (COSI) Workshop
- 2014: Queen's University Colloquium of Social Innovation (COSI) Workshop, University of Washington WCRS Tech Entrepreneurship, University of Minnesota, University of Wisconsin, University of Western Ontario, Chinese University of Hong Kong, Georgia State University, HEC Paris
- 2013: Indiana University, University of Arizona, Singapore Management University, Hong Kong University, INSEAD Strategy & Entrepreneurship and Family Enterprise (joint talk), National University of Singapore, Brown University Sociology & CV Starr Program in Entrepreneurship (joint talk), Temple University, University of Delaware, University of Washington WCRS Tech Entrepreneurship, Simon Fraser University Inequality, Institutions and Organizations Workshop, INSEAD-OMT-ASQ Workshop on Org. Theory and New Venture Creation
- 2012: Harvard Business School Social Innovation Workshop
- 2011: University of Alberta, Harvard University NBER Nanotechnology Workshop, Boston College ABC Network (Alberta, Harvard, CBS), University of Washington WCRS Tech Entrepreneurship
- 2010: University of Alberta Culture and Organizations Workshop, University of Oregon WCRS Tech Entrepreneurship

Professional Services

Deputy Editor, Organization & Environment, 2020-2022
 Senior Editor, Management and Organization Review, 2020-2022

Guest Editor, Journal of Business Venturing, 2019-2021

Editorial Board:

- Academy of Management Journal, 2018-2020, 2020-2022
- Academy of Management Review, 2017-2020
- Journal of Business Venturing, 2016-
- Journal of Management, 2020-

Ad hoc reviewer for:

- Academy of Management Journal, 2014-2017
- Administrative Science Quarterly, 2012-
- American Sociological Review, 2019-
- Journal of Business Venturing, 2012-2015
- Journal of International Business Studies, 2016-
- Journal of Management Studies, 2012-
- Management Science, 2019-
- Organization Science, 2014-
- Organization Studies, 2013-
- Strategic Entrepreneurship Journal, 2017-
- Strategic Management Journal, 2014-
- Strategic Organization, 2014-
- Strategy Science, 2019-

Academic Community Organizing Activities:

- Distinguished Speaker, Cultural Entrepreneurship within, outside, between and across Categories, Academy of Management, 2020
- Faculty Mentor, OMT Doctoral Student Consortium, Academy of Management, 2020
- Co-Organizer, PDW on Optimal Distinctiveness, Academy of Management, 2017-2019
- Co-Organizer, PDW on Entrepreneurial Resourcefulness, Academy of Management, 2019
- Co-Organizer, Thought Leader Seminar Series, Kelley School of Business, 2019-
- Co-Organizer, Friday Seminar Series, Kelley School of Business, 2019-
- Organizer, Research Workshop on Scholarly Writing, Chinese Management Scholar's Community, 2019
- Co-Organizer, Macro Track Doctoral Consortium, IACMR, 2018-2020
- Co-Organizer, Macro Track Junior Faculty Consortium, IACMR, 2018-2020
- Discussant, London Business School Organizations with Purpose Conference, 2016
- Mentor, Chinese Management Scholar's Community, 2016-
- Member, M&E Research Seminar Series, Kelley School of Business, 2015-
- Advisory Board, Sustainability, Ethics and Entrepreneurship (SEE) Conference, 2013-

Research and Award Committees:

- Member, Research Committee, IACMR, 2018-2020
- Review Committee, Strategic Management Society PhD Paper Prize, 2016-2019
- Member, Reviewer Committee, The Kwok Leung Dissertation Grant, IACMR, 2019-2020
- Member, Reviewer Committee, Responsible Research in Management Award, 2018-2020
- Member, OMT Best Student Paper Award Committee, Academy of Management, 2018
- Member, Academic Fairness Committee, Kelley School of Business, 2017

- Member, OMT Division Best Paper Award Committee, Academy of Management, 2017
- Member, Louis Pondy Best Dissertation Award Committee, Academy of Management, 2016
- Review Committee, INFORMS/Org. Science Dissertation Proposal Competition, 2016
- Member, SIM Best Student Paper Award Committee, Academy of Management, 2015
- Member, OMT Best Symposium Award Committee, Academy of Management, 2013-2014
- Co-Chair, AOM International Theme Committee Best Dissertation Award, 2012
- Member, Carolyn Dexter Award Committee, Academy of Management, 2012-2014
- Member, International Theme Committee, Academy of Management, 2012-2013
- Member, Joanne Martin Trailblazer Award Committee, Academy of Management, 2012
- Member, OMT Division Research Committee, Academy of Management, 2012-2018

Teaching

W601 “Doctoral Seminar on Organization Theory”, Kelley School of Business, 2020-

- Nominated for Kelley School of Business Distinguished Teaching Award

IIB “Social Entrepreneurship”, IU Institute for International Business & US State Dept., 2017

GBI “Social Entrepreneurship”, IU Institute for International Business, 2015-2017

J375 “Strategic Management”, Kelley School of Business, 2014-2020

J501 “Developing Strategic Capabilities” (MBA), Kelley School of Business, 2015

SMO 441 “Business Strategy”, Alberta School of Business, 2013

Research Grants

- Izaak Walton Killam Memorial Scholarship (\$70,000), *The Killam Trusts*, 2012
- Queen Elizabeth II Doctoral Scholarship (\$15,000), *Government of Alberta*, 2010

Selected Media Coverage

“Why mission drift can sometimes be a good thing?” **Barron’s**, April, 2019.

“What impact does microfinance have on inequality?” **World Economic Forum**, December, 2015.

“Microlending: Getting too big to work” **American Banker**, April 29, 2013.

“Microfinance and patriarchy: A drift away from serving women” **Forbes**, January 18, 2013.

“From movies to sports, business lessons abound” **The Globe and Mail**, March 26, 2008.

Last updated on Monday 16th November, 2020