

Cha Li

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ACADEMIC POSITIONS

- **University of Texas at Austin**, McCombs School of Business 2021–present[†]
 - Assistant Professor, Department of Management

EDUCATION

- **University of Michigan**, Stephen M. Ross School of Business 2015–2021
 - PhD in Strategy
 - Committee: Felipe Csaszar (Chair), Justin Frake, Brian Wu, Scott Page, Misha Teplitskiy (School of Information)
- **Tilburg University**, School of Economics and Management, Netherlands 2013–2015
 - Research Master/M.Phil. in Business, Organization and Strategy Track
- **Tsinghua University**, School of Economics and Management, China 2009–2013
 - Bachelor in Economics and Finance
 - Visiting Student at University of Illinois, Urbana-Champaign, 2011

RESEARCH INTERESTS

- **Areas:** Behavioral strategy, innovation, organization design
- **Methodologies:** Econometric analysis with large datasets, computational models

PUBLICATIONS

- **Li, C.** and Csaszar, F. A. (2019). Government as landscape designer: A behavioral view of industrial policy. *Strategy Science*, 4(3):175–192. [Lead article]
 - Winner of the 2018 FIU Best Paper Prize, SMS Special Conference, São Paulo
 - Winner of the 2018 Emeritus Award for Best Second Year Paper at Ross School of Business

[†]Maternity leave: Fall 2022–Spring 2023.

- Media coverage:
 - www.news.umich.edu/how-firms-behave-when-faced-with-government-intervention
- Lu, Y. and **Li, C.** (2016). CEO Influence over the board and corporate fraud. *Journal of Financial Research*, (1):176–191. [In Chinese]
- Martin, X. and **Li, C.** (2015). What do we know about state-owned emerging-economy firms, and how? Evaluating literature about inward and outward multinational activities. *Advances in International Management*, 28:403–439.

WORKING PAPERS

- **Li, C.** “Seeing the full picture: How interdependence affects proposal evaluation.” Reject and Resubmit at *Strategic Management Journal*.
 - Finalist of the 2022 TIM Best Dissertation Award, AOM Annual Conference
 - Winner of the 2020 Best Conference PhD Paper Prize, SMS Annual Conference
 - Winner of the 2020 Behavioral Strategy Interest Group Best PhD Paper Award, SMS Annual Conference
- Csaszar, F. A., and **Li, C.** “Understanding risky organizational change: A first-principles approach.” R&R at *Organization Science*.
 - Runner-up of the 2024 OMT Division Best Paper Award, AOM Annual Conference.
- Shen, S., **Li, C.**, Hu, S., and Li, J. “Serendipity and Conflict: How cross-departmental goal interdependencies affect department-level product innovation Search.” Reject and Resubmit at *Strategic Management Journal*.
- **Li, C.**, and Toh, P. “The problem with solutions: A study of the limiting effect of solution distance on problem search.”
- Shen, S., **Li, C.**, Polidoro, F., and Li, J. “Guided distant search and interdependent feedback: Knowing how others’ ideas affect me benefits my idea generation.”

PRESENTATIONS

- “Understanding risky organizational change: A first-principles approach.”
 - Purdue University, West Lafayette, April 2024
 - Theoretical Organizational Models Society Conference, Boston, August 2023

- Austin Technology & Entrepreneurship Conference, Austin, February 2023
- “Constraints or empowerment? The impact of goal conflict on search in product innovation.”
 - Carnegie School of Organizational Learning Conference, Pacific Grove, August 2022
- “Research in-progress on organizational search.”
 - Sundance Conference at the University of Utah, Salt Lake City, July 2022
- “Seeing the full picture: How interdependence affects proposal evaluation.”
 - Purdue University, Indiana, 2020 (Virtual)
 - MIT Sloan, Massachusetts, 2020 (Virtual)
 - UT Austin, Texas, 2020 (Virtual)
 - National University of Singapore, Singapore, 2020 (Virtual)
 - Queens University, Canada, 2020 (Virtual)
 - EM Lyon, France, 2020 (Virtual)
 - EPFL, Switzerland, 2020 (Virtual)
 - INSEAD Strategy/Entrepreneurship and Family Enterprise Work in Progress Seminar, November 2020 (Virtual)
 - SMS Annual Conference, October 2020 (Virtual)
 - Consortium on Competitiveness and Cooperation (CCC), June 2020 (Virtual)
 - University of Michigan Ross School of Business Strategy Brownbag, Ann Arbor, April 2020
- “The politics of expertise in strategic decision making: Power seeking in proposal evaluation and its remedies.”
 - University of Michigan Ross School of Business Strategy Brownbag, Ann Arbor, May 2019
- “Government as landscape designer: A behavioral view of industrial policy.”
 - Academy of Management Meeting, Chicago, August 2018
 - SMS Special Conference, São Paulo, Brazil, March 2018
 - University of Michigan Ross School of Business Strategy Brownbag, Ann Arbor, May 2017

INVITED CONSORTIA AND WORKSHOPS

- Academy of Management Meeting TIM Junior Faculty Workshop, August 2023

- Academy of Management Meeting OMT Junior Faculty Workshop, August 2021
- Academy of Management Meeting STR Dissertation Consortium, August 2020
- Academy of Management Meeting STR Networkshop, April 2020
- Strategic Management Society Annual Doctoral Workshop, Minneapolis, October 2019
- Academy of Management Meeting TIM Research Development Workshop, Boston, August 2019
- Strategy Science Doctoral Workshop, Salt Lake City, May 2019
- Academy of Management Meeting OMT Doctoral Student Consortium, Chicago, August 2018
- SMS Special Conference Doctoral Workshop, São Paulo, Brazil, March 2018

TEACHING

- **Instructor**, Innovation and Entrepreneurship (MAN 327, 347H) Fall 2021–present
 - Entrepreneurship Minor at McCombs School of Business, University of Texas at Austin
 - Average Teaching Evaluation: 4.5/5
- **Instructor**, Business Strategy (Strategy 290) Winter 2018
 - BBA Core at Stephen M. Ross School of Business, University of Michigan
 - Teaching Evaluation: 4.5/5; 95% of the students rated the teaching quality as good or above
- **Teaching Assistant**, Leading People & Organizations (MO 503) Fall 2018
 - MBA Core at Stephen M. Ross School of Business, University of Michigan
- **Teaching Assistant**, Moral Reasoning and Critical Thinking Fall 2012
 - School of Economics and Management, Tsinghua University

PROFESSIONAL SERVICE

- Ad-hoc reviewer for *Management Science* 2023–present
- Ad-hoc reviewer for *Strategy Science* 2023–present
- Rep at Large, SMS Behavioral Strategy Interest Group 2022–present
- Organizer of AOM PDW “Landscape of research on organizational search: Diverse approaches and the path forward.” 2022

- Organizer of AOM Showcase Symposium “Strategic decision making and the pursuit of conflicting goals: Taking stock and looking ahead.” 2021
- Reviewer for the Strategic Management Society Special Conference in Hangzhou 2019
- Reviewer for the Strategic Management Society Annual Conference 2019
- Organizer of AOM Symposium “Reviving a political perspective of organizations and behavioral strategy: From theories to methods.” 2019
- Ad-hoc reviewer for *Organization Science* 2018–present
- Ad-hoc reviewer for *Strategic Management Journal* 2022–present
- Reviewer for the Academy of Management Annual Meeting (STR and OMT) 2017–present
- Member of University of Michigan Ross PhD Forum Grants Committee 2016–2017

HONORS AND AWARDS

- TIM Best Dissertation Award Finalist, AOM Annual Conference 2022
- Best Conference PhD Paper Prize, SMS Annual Conference 2020
- Behavioral Strategy Interest Group Best PhD Paper Award, SMS Annual Conference 2020
- ISR-Rackham Summer Training Award, University of Michigan 2019
- Spivey Hall Fellow (awarded to Ross PhD students for academic excellence) 2018–2019
- FIU Best Paper Prize, SMS Special Conference, São Paulo 2018
- Emeritus Award for Best Second Year Paper, Ross Business School, University of Michigan 2018
- Early PhD Candidacy Award, Ross School of Business, University of Michigan 2017
- Doctoral Studies Fellowship, Ross School of Business, University of Michigan 2015–2020
- Koopmans Scholarship, Tilburg Univeristy 2013–2014
- Scholarship for Excellence in College Entrance Examination, Tsinghua University 2009

OTHER INFORMATION

- Proficient in LaTeX, Python, R, SQL, and STATA