

# **Kai Xu**

Department of Management  
College of Business  
The University of Texas at San Antonio  
Kai.xu@utsa.edu  
210-458-7271

## **ACADEMIC POSITION**

2015- present Assistant professor Department of Management, University of Texas at San Antonio

## **EDUCATION**

2015 PhD in Management, Department of Management, Texas A&M University  
2010 PhD in Management, School of Management, Xi'an Jiaotong University  
2005 MA in economics, School of Economic and Finance, Xi'an Jiaotong University  
2002 BA in economics, School of Economic and Finance, Xi'an Jiaotong University

## **DISSERTATION**

Dissertation Topic: Identity conflict and international strategy of family firms  
Dissertation Advisory Committee: Michael A. Hitt (Chair), R. Duane Ireland, Luis R. Gomez-Mejia, Oi-Man Kwok

## **AWARDS**

2016-2018 Dean's Distinguished Research Award  
2017 Academy of Management (AoM) IM division CGIO Best Paper in International Corporate Governance Award  
2016 The Dean's Research Excellence Award for Tenure-Track Faculty  
2013 Association of International Business (AIB) Annual Conference Temple/AIB Best Paper Award  
2013 Strategic Management Society (SMS) Annual Conference Best Conference Paper Nomination

## **REFEREED PUBLICATIONS**

**Xu, K.**, Hitt, M.A., & Miller, S.R. 2020. The ownership structure contingency in the sequential international entry mode decision process: Family owners and institutional investors in family-dominant versus family-influenced firms. *Journal of International Business Studies (Elite)*, 51: 151-171.

- Hitt, M.A., Sirmon, D.G., Li, Y., Ghobadian, A., Arregle, J.L., & **Xu, K.** 2019. Institutions, industries, and entrepreneurial versus advantage-based strategies: How complex, nested environments affect strategic choice. *Journal of Management and Governance (AGJ-1)*, in press.
- Xu, K.**, Hitt, M.A., & Dai, L. 2019. International diversification of family-dominant firms: Integrating socioemotional wealth and behavioral theory of the firm. *Journal of World Business (AGJ-4)*, in press.
- Carnes, C., **Xu, K.**, & Sirmon, D., Karadag, R. 2019. How competitive action mediates the resource slack-performance relationship: A meta-analytic approach. *Journal of Management Studies (AGJ-4)*, 56(1): 57-90.
- Xu, K.**, & Hitt, M. A. 2018. International expansion of family firms: Moderating effects of external capital availability and internal financial slack. *Asia Pacific Journal of Management (AGJ-3)*, in press.
- Li, P-Y., Huang, K-F., **Xu, K.**, & Yu, J. 2017. The effect of local environment on innovation: A comparison of local and foreign firms in China. *European Journal of International Management (AGJ-1)*, in press.
- Hitt, M.A., Li, D., & **Xu, K.** 2016. International strategy: From local to global and beyond. *Journal of World Business (AGJ-4)*, 51(1): 58-73.
- Hitt, M.A., **Xu, K.**, & Carnes, C.M. 2016. Resource based theory in operations management research. *Journal of Operations Management (Elite)*, 41(1): 77-94.
- Hitt, M.A., & **Xu, K.** 2015. The transformation of China: Effects of the institutional environment on business actions. *Long Range Planning (AGJ-3)*, 49(5): 589-593.
- Xu, K.**, & Huang, K. 2014. Giving fish or teaching to fish? An empirical study of the effects of government R&D policies. *R&D Management (AGJ-3)*, 44: 484-497.
- Xu, E., & **Xu, K.** 2012. A multi level analysis of the effect of taxation incentives on innovation performance. *IEEE transactions on engineering management (AGJ-3)*, 60: 137-147.
- Xu, K.**, Huang, K.F., & Gao, S. 2012. Technology sourcing, appropriability regimes, and new product development. *Journal of Engineering and Technology Management (AGJ-2)*, 29: 265-280.
- Xu, K.**, Huang, K.F., & Gao, S. 2011. Who can cultivate university ties more in China? A local firm or a foreign firm? *IEEE transactions on engineering management (AGJ-3)*, 58(2): 250-261.

**Xu, K.**, Huang, K.F., & Gao, S. 2012. The effect of institutional ties on knowledge acquisition in uncertain environment. *Asia Pacific Journal of Management (AGJ-3)*, 29: 387-408.

Gao, S., **Xu, K.**, & Yang, J. 2008. Managerial ties, absorptive capacity, and innovation. *Asia Pacific Journal of Management (AGJ-3)*, 25: 395-412.

### **NON-REFEREED PUBLICATIONS AND BOOK CHAPTERS**

Hitt, M.A., Carnes, C.M., & **Xu, K.** 2016. A current view of resource based theory in operations management: A response to Bromiley and Rau. *Journal of Operations Management (Elite)*, 41(1): 107-109.

**Xu, K.** & Hitt, M.A. 2012. Entry mode and institutional learning: A polycentric perspective. In Tihanyi, L., Devinney, T. M., & Pedersen, T. (Eds). *Institutional Theory in International Business and Management. Advances in International Management*, Vol. 25. Bingley, UK: Emerald Group Publishing Limited.

Hitt, M.A., & **Xu, K.** 2011. Strategic management research in management journal. *Encyclopedia*, accepted.

### **PAPER PRESENTATIONS**

Huang, S., & **Xu, K.** 2020. Political connection and family firm's foreign direct investment in emerging economies: Evidence from Taiwanese firms. Family Enterprise Research Conference (FERC), Delray Beach, Florida.

**Xu, K.**, & Liu, H. 2020. Earnings management in Chinese family firms: A fraud triangle framework. Paper presented at *Academy of Management (AOM)*, Vancouver.

**Xu, K.**, & Dai, L. 2018. International diversification of family firms: Integration of SEW, behavioral agency, and achievement goal theories. Paper Presented at *Academy of Management (AOM)*, Chicago.

**Xu, K.**, & Fitza, M. 2017. The industry effects revisited: An institutional perspective. Paper Presented at *Strategic Management Society (SMS)*, Houston.

**Xu, K.**, & Hitt, M.A. 2017. International diversification of family firms: Breadth and depth. Paper Presented at *Strategic Management Society (SMS)*, Houston.

**Xu, K.**, Kim, J.Y., Withers, M.C., Howard, M.D. 2017. The role of institutional logics in board interlock formation. Paper Presented at *Academy of Management (AOM)*, Atlanta.  
**\*IM division CGIO Best Paper in International Corporate Governance Award**

**Xu, K.**, Ireland, R.D., Hitt, M.A. 2017. How do formal and informal economies fuel

international entrepreneurship in R&D intensive firms? Paper Presented at *Academy of Management (AOM)*, Atlanta.

**Xu, K.**, Hitt, M.A., & Miller, S.R. 2017. A decision-making perspective of the international entry mode choice. Paper Presented at *Academy of Management (AOM)*, Atlanta.

Withers, M., **Xu, K.**, & Li, S. 2016. Board interlocks and CEO succession in a global context: The case of emerging markets. Paper Presented at *Academy of Management (AOM)*, Anaheim.

**Xu, K.**, & Hitt, M. 2016. International strategies of family firms: An institution-based approach. Paper Presented at *Academy of Management (AOM)*, Anaheim.

**Xu, K.**, Dai, L., Hitt, M., & Batjargal, B. 2016. Firm performance and CEO turnover: A subnational institutional perspective. Paper Presented at *Academy of Management (AOM)*, Anaheim.

Withers, M.C., **Xu, K.**, Hitt, M.A., Bierman, L., & Trahms, C.A. 2015. The influence of shareholder activism in the form of 13D filings on firm outcomes. Paper Presented at *Strategic Management Society (SMS)*, Denver.

**Xu, K.**, Hitt, M.A., & Miller, S.R. 2015. The effect of Institutional distance on FDI strategies: A polycentric approach. Paper presented at *Association of International Business (AIB)*, Bengaluru.

**Xu, K.** 2014. Director turnover and state owned enterprises: Evidence from China. Paper Presented at *Strategic Management Society (SMS)*, Madrid.

Howard, M., & **Xu, K.** 2014. Conflicting routines in genealogical new ventures: When academic founders may be a liability. Paper Presented at *Academy of Management (AOM)*, Philadelphia.

Nalick, M., Kuban, S., Schijven, M., & **Xu, K.** 2014. Unmasking firms' political ideological associations: How managerial preferences and the institutional environment influence firms' political party preferences. Paper Presented at *Academy of Management (AOM)*, Philadelphia.

Withers, M., **Xu, K.**, Certo, T., & Shen, W. 2013. Storming the castle: Leadership transition at the top and competitor strategic actions. Paper Presented at *Strategic Management Society (SMS)*, Atlanta.

**\*Best Conference paper nomination**

**Xu, K.**, & Hitt, M.A. 2013. The effect of institutional distance on FDI strategies: Co-integration and decomposition effects. Paper Presented at *Academy of Management (AOM)*, Orlando.

Berrone, P., Gomez-Mejia, L., & **Xu, K.** 2013. The role of ownership on norm-conforming environmental initiatives: Lessons from China. Paper Presented at *Academy of Management*

(AOM), Orlando.

**Xu, K.** 2013. The subjective nature of institutional distance. Paper Presented at *Academy of Management* (AOM), Orlando.

**Xu, K., & Eden, L.** 2013. Institutional distance, direction, and complementarity: Impacts on the mode of entry decision. Paper presented at Association of International Business (AIB), Istanbul.

**\* Temple/AIB Best Paper Award**

**Xu, K., & Woodman, R.W.** 2012. Organizational innovation and expectations: Overcoming the cycle of negative expectations. Paper Presented at *Academy of Management* (AOM), Boston.

**Xu, K., & Huang, K.F.** 2011. Giving fish or teaching to fish? An empirical study of the effects of government R&D policies. Paper Presented at *Academy of Management* (AOM), San Antonio.

**Xu, K., & Huang, K.F.** 2011. Resource complementarity and opportunism in strategic alliance. Paper Presented at *Academy of Management* (AOM), San Antonio.

**Xu, K., Sirmon, D.G., & Gao, S.** 2010. R&D resources, management and innovation: Evidence of mediation. Paper Presented at *Academy of Management* (AOM), Montreal.

**Xu, K., Sirmon, D.G., & Gao, S.** 2009. R&D resources, management and innovation: Evidence of mediation. Paper Presented at *Strategic Management Society* (SMS), Washington.

**Xu, K., & Gao, S.** 2009. The effect of competitor orientation on horizontal alliances with different ownership. Paper Presented at *Academy of Management* (AOM), Chicago, IL.

Huang, K.F., & **Xu, K.** 2009. R&D alliance, R&D human capital, and firm innovation. Paper Presented at *Academy of Management* (AOM), Chicago, IL.

Li, P.Y., Huang, K.F., **Xu, K.**, & Yu, C.M. 2009. Local connection and local competition on innovation: A comparative study of local and foreign firms in China. Paper Presented at *Academy of International Business* (AIB), San Diego, CA.

**Xu, K., Huang, K.F., & Gao, S.** 2008. Technology sourcing, protection mechanism and innovation. Paper Presented at *Academy of Management* (AOM), Anaheim, CA.

**Xu, K., Huang, K.F., & Gao, S.** 2008. University ties and firm innovation: A comparative study of local and FDI firms in China. Paper Presented at *Academy of Management* (AOM), Anaheim, CA.

## **WORK IN PROGRESS**

**Xu, K.** 2020. International entrepreneurship of R&D-intensive firms: An institutional configuration perspective. 1<sup>st</sup> R&R, *Global Strategy Journal*.

**Xu, K.,** Hitt, M.A., Brock, D., Pisano, V., & Huang, S. 2020. Research on institutions and international strategies: Theoretical foci and research themes. 1<sup>st</sup> R&R, *Journal of International Management*.

**Xu, K.,** Sanders, G., & Liu, H. 2020. The temporal trap: A systematic short-termism caused by restricted stock. Under review, *Journal of World Business*.

### **TEACHING EXPERIENCE**

Fall 2019 MGT 4893: Management Strategy (Undergraduate)  
Faculty evaluation score: 4.46/5.00, 3.93/5.00  
Course evaluation score: 4.44/5.00, 3.81/5.00

Spring 2019 MGT 7053 Empirical Approaches to Strategy, doctoral seminar

Fall 2018 MGT 4893: Management Strategy (Undergraduate)  
Faculty evaluation score: 4.70/5.00, 4.33/5.00  
Course evaluation score: 4.48/5.00, 4.28/5.00

Fall 2017 MGT 4893: Management Strategy (Undergraduate)  
Faculty evaluation score: 4.36/5.00, 4.12/5.00, 4.08/5.00  
Course evaluation score: 4.29/5.00, 4.00/5.00, 3.96/5.00

Fall 2016 MGT 4893: Management Strategy (Undergraduate)  
Faculty evaluation score: 4.60/5.00, 4.49/5.00, 4.18/5.00  
Course evaluation score: 4.55/5.00, 4.40/5.00, 4.03/5.00

Spring 2016 MGT 4893: Management Strategy (Undergraduate)  
Faculty evaluation score: 4.36/5.00 and 4.15/5.00  
Course evaluation score: 4.36/5.00 and 3.97/5.00

Fall 2015 MGT 4893: Management Strategy (Undergraduate)  
Faculty evaluation score: 3.55/5.00  
Course evaluation score: 3.53/5.00

Spring 2015 MGMT 466: Strategic Management (Undergraduate)  
Overall Course Rating: 4.58/5.00 and 4.37/5.00 (two sections)

Spring 2014 MGMT 466: Strategic Management (Undergraduate)  
Overall Course Rating: 4.34/5.00 and 4.17/5.00 (two sections)

Summer 2013 MGMT 466: Strategic Management (Undergraduate)  
Overall Course Rating: 4.57/5.00

Spring 2013 MGMT 466: Strategic Management (Undergraduate)  
Overall Course Rating: 3.88/5.00

### **SERVICE**

2019~Dissertation committee co-chair for Lulu Huang  
2017~ Doctoral comprehensive exam committee member for Lulu Huang  
2019~Search committee for strategy position  
2019~PhD committee  
2018~Undergraduate program committee  
2017~ Doctoral comprehensive exam committee member for Steven Hyde  
2008~ Member of the Academy of Management  
2014~ Member of Strategic Management Society

Ad Hoc reviewer for:

Asia Pacific Journal of Management, British Journal of Management, Entrepreneurship Theory and Practice, Family Business Review, Global Strategy Journal, IEEE Transactions on Engineering Management, International Business Review, Journal of Business Research, Journal of International Business Studies, Journal of Management Studies, Management International Review, Management and Organization Review, Technology Analysis & Strategic Management

Academy of Management (AoM) Annual Conference: STR and IM division

Strategic Management Society (SMS): Corporate governance