

## YUE MAGGIE ZHOU

Stephen M. Ross School of Business, University of Michigan  
701 Tappan St., R4446, Ann Arbor, MI 48109-1234  
Phone: 734-763-1436, Fax: 734-764-2555  
Email: [ymz@umich.edu](mailto:ymz@umich.edu)

### ACADEMIC POSITION

---

2018-Present            **UNIVERSITY OF MICHIGAN**, Ross School of Business  
Associate Professor

2013-2018            **UNIVERSITY OF MICHIGAN**, Ross School of Business  
Assistant Professor  
The NBD Bancorp Assistant Professorship (2017-2018)

2008-2013            **UNIVERSITY OF MARYLAND**, Smith School of Business  
Assistant Professor

### EDUCATION

---

2008                    **UNIVERSITY OF MICHIGAN**                    Ann Arbor, MI  
PhD in Business Economics  
Dissertation:    Coordination Costs, Organization Structure and Firm Growth

2006                    **UNIVERSITY OF MICHIGAN**                    Ann Arbor, MI  
Master of Applied Economics

1998                    **UNIVERSITY OF MARYLAND**                    College Park, MD  
Master of Business Administration

1992                    **SHANGHAI JIAOTONG UNIVERSITY**                    Shanghai, China  
Bachelor of Engineering, First-class Honors  
Double Major: International Business and Computer Science

### RESEARCH INTERESTS

---

My research interests include strategy, organization structure, and multinational corporations. I am interested in understanding how interdependencies and institutions, either independently or jointly, constrain firms' strategic and structural choices.

### RESEARCH

---

#### A. Publications

- [1] Kim, E., S. Hiatt, and Y.M. Zhou (2024). Responding to Regulatory Uncertainty: Government Agency Signaling and Firm Carbon Emissions. *Journal of Management Studies*, *forthcoming*.
- [2] Chung, H.D., Y.M. Zhou, S. Ethiraj (2024). Platform Governance in the Presence of within-complementor Interdependencies: Evidence from the Rideshare Industry. *Management Science*, 70(2): 799-814.

- [3] Larsen, M.M., J. Birkinshaw, Y.M. Zhou, G. Benito (2023). Complexity and Multinationals. *Global Strategy Journal*, 13(3): 535-551.
- [4] Zhou, Y.M., W. Yang, S. Ethiraj (2023). The Dynamics of Related Diversification: Evidence from the Health Insurance Industry Following the Affordable Care Act. *Strategic Management Journal*, 44(7): 1753-1779.
- [5] Cho, N., and Y.M. Zhou (2021). Profits, Reputation and the Risk of Medical Malpractice Liability. *Strategy Science*, 6(3): 191-264.
- [6] Ethiraj S., and Y.M. Zhou (2019). Fight or Flight? Market Positions, Submarket Interdependencies and Strategic Responses to Entry Threats. *Strategic Management Journal*, 40(10): 1545-1569.
- [7] Sampson, R., and Y.M. Zhou (2018). Public vs. Private Firms: Energy Efficiency, Toxic Emissions and Abatement Spending. *Advances in Strategic Management (38): Sustainability, Stakeholder Governance, and Corporate Social Responsibility*, 37-68.
- [8] Li, X., and Y.M. Zhou (2017). Offshoring Pollution while Offshoring Production? *Strategic Management Journal*, 38(11): 2310-2329. External media coverages:
  - <https://theconversation.com/when-some-us-firms-move-production-overseas-they-also-offshore-their-pollution-75371>
  - <http://tjm.org.uk/podcasts>
- [9] Zhou, Y.M., and X. Wan (2017). Product Variety, Sourcing Complexity, and the Bottleneck of Coordination. *Strategic Management Journal*, 38(8): 1569–1587.
- [10] Li, X., and Y.M. Zhou (2017). Origin Matters: The Differential Impact of Import Competition on Innovation. *Advances in Strategic Management (38): Geography, Location, and Strategy*, 387-427.
- [11] Zhou, Y.M., and X. Wan (2017). Product Variety and Vertical Integration. *Strategic Management Journal*, 38(5): 1134-1150.
- [12] Zhou, Y.M. (2015). Supervising across Borders: The Case of Multinational Hierarchies. *Organization Science*, 26(1): 277-292.
  - Booz Allen Hamilton/SMS PhD Fellowship, Strategic Management Society, 2007.
  - The Carolyn Dexter Award nominee for the Business Policy and Strategy Division, Annual Meetings of the Academy of Management, 2011.
- [13] Zhou, Y.M. (2013). Designing for Complexity: Using Divisions and Hierarchy to Manage Complex Tasks. *Organization Science*, 24(2): 339–355.
- [14] Zhou, Y.M. (2011). Synergy, Coordination Costs, and Diversification Choices. *Strategic Management Journal*, 32(6): 624-639.
  - Distinguished Paper Award, Business Policy and Strategy Division, Annual Meetings of the Academy of Management, 2009.
  - William H. Newman Award nominee for outstanding papers based on a recent dissertation, Business Policy and Strategy Division, Annual Meetings of the Academy of Management, 2009.
- [15] Zhou, Y.M., X. Li, J. Svejnar (2011). Subsidiary Divestiture and Acquisition in a Financial Crisis: Operational Focus, Financial Constraints, and Ownership. *Journal of Corporate Finance*, 17(2): 272- 287.
- [16] Zhou, Y.M. (2007). Structural Complexity and Diversification. *Academy of Management Best Paper Proceedings*, 2007 (1): 1-6.

## **B. Working Papers**

- [17] Chung, H.D., Y.M. Zhou, C. Choi (2024). When Uber Eats Its Own Business, and Its Competitors' Too: Resource Exclusivity, Oscillation, and Cannibalization following Platform Diversification. *Revise and Resubmit*, *Strategic Management Journal*.
  - AOM Best Paper Proceedings, Academy of Management, 2022
  - AOM Best Paper Award for the Corporate and International Strategy Track (STR Division), Academy of Management, 2022

- SMS Corporate Strategy Interest Group Best Paper Award, Strategic Management Society, 2022
- [18] Song, Y., Y.M. Zhou, X. Zhao (2024). Ecosystem in Transition: Managing Complementor Bottlenecks in the Disruptive Innovation of Small Satellites. *Revise and Resubmit*, Strategic Management Journal.
- AOM TIM Division Best Paper Award Finalist, 2023
  - INNOCONF Best Paper Award, Institute of Electrical and Electronics Engineers, 2023
- [19] Yang, W., Y.M. Zhou, S. Ethiraj (2024). Unconventional Times: Competition, Capability, and Innovation in the Oil and Gas Extraction Industry.
- [20] He, L., Y.M. Zhou, S. Ethiraj (2024). Waiting for Opportunities: Task Assignment and Employee Productivity.
- [21] Gao, H.X., Y.M. Zhou, W.G. Zhong (2024). Willingness to PayPal: Demand Complementarity and Disruptive Innovation in the Global Mobile Banking and Fintech Industry.
- [22] Zhou, J.T., and Y.M. Zhou (2024). Mary-Go-Round: Mobility and gender discount in managerial promotion.
- [23] Lee, J., J. Kim, Y.M. Zhou (2023). Tradeoff between Efficiency and Resilience in the History of Airline Route Networks.
- [24] Zhao, D., Y.M. Zhou (2022). A Real Options Perspective on Corporate Social Responsibility: Evidence Using Causal Forest.
- [25] Nguyen-Chyung, A., and Y.M. Zhou (2018). Follow the Sun: Value-Chain Positioning in An Emerging Industry. *Reject and Resubmit*, Strategic Management Journal.

### C. Book and Book Chapters

- [26] Bellier, M., and Y.M. Zhou (2003). Private Participation in Infrastructure in China - Issues and Recommendations for the Road, Water, and Power Sectors. Washington, DC: World Bank Publications, 141 pages.
- [27] Zhou, Y.M. (2001). Private Participation in Urban Infrastructure. In World Bank, China Ministry of Construction, and China National School of Administration (Ed.), Sustainable Urban Development and Management. Beijing: Dangjian Duwu Publishing House.

### D. Research in Progress

- [28] Internal vs. External Labor Markets for Managerial Talent (Data analysis, with A. Wang)
- [29] Contracting for Intangible Assets within Multinational Hierarchies (Data analysis, with C. Magelssen)
- [30] Momentum Investing (Data analysis, with X. Sun and R. Jing)

### E. Invited presentations

#### 2023-2024 (including scheduled)

- The Chinese University of Hong Kong Business School
- University of Virginia, Strategy, Ethics, and Entrepreneurship Speaker Series
- University of Utah, Department of Entrepreneurship & Strategy

#### 2022-2023

- Peking University, Organization and Strategy Department
- Shanghai Jiaotong University, Management Department
- Santa Clara University, Management & Entrepreneurship Department
- INSEAD, Department of Strategy
- National University of Singapore, Department of Strategy and Policy
- New York University, Department of Management and Organizations
- Rutgers University, Department of Management and Global Business

## 2017-2022

Bocconi University, Boston University, INSEAD and Shanghai University of Finance and Economics, University of California Irvine, University of Colorado Boulder, Washington University in St. Louis, University College London, Wharton (Corporate Strategy and Innovation Conference), Stockholm School of Economics (Society of Institutional and Organizational Economics Annual Conference), China Europe International Business School, Boston College, Georgetown University, Korea University, Nanjing University, Peking University, Purdue University, Shanghai Jiaotong University, Seoul National University, Tsing Hua University, City University of London, Erasmus University, George Washington University, HEC Paris, INSEAD, London Business School, Columbia University (Society of Institutional and Organizational Economics Annual Conference)

## 2007-2017

University of Kansas, Harvard University (International Society for New Institutional Economics Annual Conference), Rice University (2013 SMS Atlanta Conference Extension - Fourth Annual Strategy Symposium on Emerging Markets), New York University (Econ Strategy Workshop), Duke University, George Washington University, INSEAD, London Business School, UCLA, University of Illinois at Urbana-Champaign (College of Agricultural and Consumer Economics, College of Business), University of Maryland, University of North Carolina at Chapel Hill, University of Southern California.

## **TEACHING**

---

2013-Present	<b>UNIVERSITY OF MICHIGAN</b> BA850: Research Methods (Doctoral seminar) STRAT 898: Research in International Business (Doctoral seminar) STRAT 534: Competing in Global Business Environment (online MBA) STRAT503/W MBA512: Competing in Global Business Environment/ World Economy (MBA core, Weekend MBA core) Various executive and custom education programs on Strategy CSIB310: World Economy (BBA) EHS 690: Practice in Global Environmental Health (School of Public Health guest lecture: Globalization and the Environment)	Ann Arbor, MI
2009-2013	<b>UNIVERSITY OF MARYLAND</b> EMBA785: Global Business Environment (EMBA) BUSI681: Managerial Microeconomics (MBA core) BUSI673: International Economics for Managers (MBA) BMGT392: International Business (BBA)	College Park, MD
2005	<b>UNIVERSITY OF MICHIGAN</b> CSIB310: World Economy (BBA)	Ann Arbor, MI

## **Doctoral student advising:**

(Expected) Graduate Date, Name, University, Role (Initial placement)

- 2029, Alice Wang, University of Michigan Strategy, Main Advisor
- 2027, Lorenzo Luisetto, University of Michigan Law School, Committee Member
- 2027, Sissi Gao, Peking University, Committee Member
- 2025, Weikun Yang, University of Michigan Strategy, Chair
- 2024, David Hyuck Chung, University of Michigan Strategy, Chair (University of Illinois Urbana-Champaign)
- 2022, Christine Choi, University of Michigan Strategy, Chair (University of North Carolina)

- 2021, Jan Schmitt, Vienna University of Economics and Business, Second Supervisor (Amsterdam Business School)
- 2020, Frank Li, University of Michigan Business Economics, Committee Member (Stanford University, postdoc)
- 2019, Dan Zhao, University of Michigan Business Economics, Co-chair (Washington University, postdoc)
- 2018, Casidhe Horan Troyer, University of Michigan Strategy, Co-chair (London Business School)

## **AWARDS AND GRANTS**

---

### **A. Awards**

Ross School of Business Neary Teaching Excellence Award for the PhD Program, 2019.

The NBD Bancorp Assistant Professorship in Business Administration, Ross School of Business, University of Michigan, 2017.

Academy of Management Carolyn Dexter Award nominee for the Business Policy and Strategy Division, Annual Meetings of the Academy of Management, 2011.

Distinguished Paper Award, Business Policy and Strategy Division, Annual Meetings of the Academy of Management, 2009.

Academy of Management William H. Newman Award nominee for outstanding papers based on a recent dissertation, Business Policy and Strategy Division, 2009.

Booz Allen Hamilton/SMS PhD Fellowship, Strategic Management Society, 2007.

Gerald and Lillian Dykstra Award for Teaching Excellence, Ross School of Business, University of Michigan, 2005.

Mitsui Life Doctoral Research Fellowship on Emerging Markets, Ross School of Business, University of Michigan, 2005.

Thomas William Leabo Memorial Award for Outstanding Doctoral Student, Ross School of Business, University of Michigan, 2004.

### **B. Grants**

Ross Internal Research Grant, \$10,000, Ross School of Business, University of Michigan, 2023.

Center for International Business Education and Research, Global Initiatives: \$5,000, University of Michigan, 2015.

ADVANCE Interdisciplinary and Engaged Research Seed Grant (with Vojislav Maksimovic): \$20,000, NSF and University of Maryland, 2011.

Summer Fund Award (with Vojislav Maksimovic): \$7,500, Center for Leadership, Innovation and Change, Smith School of Business, University of Maryland, 2011.

Graduate Research Board Summer Award, \$8,750, Graduate School, University of Maryland, 2008. Mitsui Life Doctoral Research Grant on Emerging Markets, Ross School of Business, University of Michigan, 2005.

Doctoral Student Research Grant, Ross School of Business, University of Michigan, 2004.

## **MAJOR PROFESSIONAL AFFILIATIONS AND SERVICES**

---

Associate Editor: Management Science, 2023-present

Associate Editor: Strategic Management Journal, 2020-present

Guest Editor: Global Strategy Journal, Special Issue on Complexity and Multinationals, 2020-2023.

Editorial Review Boards: Organization Science, 2017-present; Strategy Science, 2022-present; Strategic Management Journal, 2014-2020

Co-organizer, Strategy Science Annual Conference, 2024

Co-organizer, Strategy Management Society Annual Doctoral Workshop, 2023-2024

Treasurer, Strategy Science Division of INFORMS, 2021-2023  
 Judge, INFORMS / College of Organization Science Dissertation Competition, 2022  
 Co-chair, Strategic Management Society Annual Conference Best Paper Prize Competitions, 2021  
 Theme Track Chair: Strategic Management Society Hangzhou Conference, 2020  
 Co-chair: Doctoral Consortium, AOM BPS Division, 2017-2019  
 Representatives-at-Large: Knowledge and Innovation Division, Strategic Management Society, 2017  
 Co-chair: Junior Faculty Paper Development Consortium, AOM BPS Division, 2015-2017  
 Co-chair: Organization Design Community Annual Conference, 2014-2016  
 Co-organizer: Strategy Research Forum Annual Conference, 2013  
 Ad hoc reviewer for Academy of Management Journal, Administrative Science Quarterly, Management Science, Journal of Banking and Finance, Journal of Technological Innovation, Entrepreneurship and Technology Management, etc.

University of Michigan Committees

- Doctoral Studies Committee (Coordinator for Strategy PhD Program), 2019-2021, 2022-present
- Ross Community Values Committee, 2022-present
- Search Committee for Max McGraw Professorship @ School of Environment and Sustainability and Ross School of Business, 2022
- Weekend MBA Curriculum Committee, 2021-2022
- Reimagining Hybrid Action Team, 2021
- Undergraduate Curriculum Committee, 2018

Chartered Financial Analyst, CFA Institute, certified June 2001-2016.

**PROFESSIONAL WORK EXPERIENCE**

---

1998 to 2002	<p><b>INTERNATIONAL FINANCE CORPORATION</b>, the World Bank Group          Washington D.C.</p> <p>Investment Officer, Department of Private Sector Advisory Services</p> <ul style="list-style-type: none"> <li>• Main projects included the restructuring and privatization of electric power systems in Armenia and Georgia, state-owned enterprises in China, water and sanitation system in Romania (IFC Corporate Performance Award 2000), airlines in Botswana and Nigeria, seaports in Bulgaria.</li> </ul>
Summer 1997	<p><b>RAYMOND JAMES FINANCIAL</b> St. Petersburg, FL          Assistant to Chairman</p>
1992 to 1994	<p><b>ARTHUR ANDERSEN &amp; Co.</b> Shenzhen, China          Auditor</p>