

## Zhiyan “Z” Wu

Rotterdam School of Management, Erasmus University  
Burgemeester Oudlaan 50, 3062 PA Rotterdam, Netherlands  
Mandeville Building T07-41 | z.wu@rsm.nl | +31-10-4081996

### RESEARCH INTERESTS

My research takes a behavioral approach to investigate why organizational decision-makers act the way they do. Commonly, I study this topic in the context of strategic leadership, organizational adaptation, and entrepreneurship.

I primarily do large-scale empirical research, but with multimethod interests in experimental research and qualitative comparative analysis.

### ACADEMIC AFFILIATIONS

<i>Assistant Professor</i> Rotterdam School of Management, Erasmus University, Netherlands	2018-Present
<i>Postdoctoral Fellow</i> Frankfurt School of Finance and Management, Germany Host: Ronald Klingebiel	2017-2018
<i>Visiting Postdoctoral Researcher</i> Neeley School of Business, Texas Christian University, U.S.A. Host: Garry Bruton and Ryan Krause	2016-2017

### EDUCATION

<i>Ph.D.</i> in Management School of Management, Zhejiang University, China	2010-2015
<i>B.S.</i> in Management School of Business, Tianjin University of Finance and Economics, China	2006-2010

### REFEREED PUBLICATIONS

Ryan Krause, **Zhiyan Wu**, Garry Bruton, and Suzanne Carter. 2019. “[The Coercive Isomorphism Ripple Effect: An Investigation of Nonprofit Interlocks on Corporate Boards.](#)” *Academy of Management Journal*, 62(1): 283-308.

### WORKING PAPERS

Will Mitchell, **Zhiyan Wu**, Garry Bruton, and Dhruba Gautam. “Micro-Level Analysis of Institutional Intermediation in an Early-Stage Market-Based Economy: Entrepreneurship in Kathmandu’s Indrachok Market.”  
(2<sup>nd</sup> R&R at *Organization Science*)

**Zhiyan Wu** and Ronald Klingebiel. “When State Firms Change: Making Sense of Feedback.”

**Zhiyan Wu** and Ronald Klingebiel. “The Characteristics of Targets for Asset Tunneling in Corporate China.”

Oliver Baumann, Matthias Mahlendorf, and **Zhiyan Wu**. "Feedback and Foresight: Adapting to the Asymmetric Ratcheting of De Facto Goals." Authors Listed Alphabetically.

## TEACHING

New Business Development (Erasmus University)  
Overall evaluation: 4.2/5.0 (2019); 4.5/5.0 (2020)

Venture Governance (Erasmus University)  
Overall evaluation: 4.6/5.0 (2019); 4.7/5.0 (2020)

## SERVICE

### Referee

Entrepreneurship Theory and Practice (2)  
Journal of Management (1)  
Management and Organization Review (1)  
Organization Science (1)  
Strategic Entrepreneurship Journal (2)

### Department at RSM

Coordinator, RSM Strategy & Entrepreneurship seminar series 2020-Present

## HONORS, AWARDS & GRANTS

### Scholarly Honors

Robert K. Merton Fellowship in Economic Sociology, Linköping University 2020  
DAAD Postdoctoral Fellowship, DAAD 2017-2018

### Merit-Based University Awards

National Scholarship (Ph.D. Level), Ministry of Education of China 2013  
Award for Excellent Doctoral Student, Ministry of Education of China 2012  
National Scholarship (Undergraduate Level), Ministry of Education of China 2008

### Grants

ERIM Funding for Research Assistance (€4,050; with Rene Bakker) 2020  
ERIM Funding for Research Assistance (€5,000; with Rene Bakker) 2019

## PRESENTATIONS

### Invited Presentations

Linköping University, Sweden 2020  
University of Southern Denmark, Denmark 2019

### Invited Speaking Engagements

Keynote, ISMOT, Beijing, China 2019

## SHORT-TERM VISITING & TEMPORARY POSITIONS

Institute of Analytical Sociology, Linköping University, Sweden Jan-Apr, 2020  
Host: Karl Wennberg

## PROGRAMMING SKILLS

Stata (proficient) and Python (beginner)