

## QIAN (CECILIA) GU

Updated April 2023

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### Academic Position

Georgia State University, Robinson College of Business

- Associate Professor (with Tenure) 2020-Present
- Assistant Professor 2012-2020

University of Reading, Henley Business School

- John H. Dunning Fellow 2022-2023

### Education

- Ph.D., Strategy, National University of Singapore, Singapore 2012
- B.A., Finance (First Class Honors), Wuhan University, China 2006

### Research Interests

- Emerging Market Firm Strategy
- International Business
- Venture Capital Investment
- Family Business

### Refereed Journal Publications (\* indicates equal contribution; † indicates doctoral students at the start of the project)

1. Hu., S., Gu, Q., & Xia, J. 2023. Problemistic search of the embedded firm: The joint effect of performance and network position on venture capital firms' risk taking. *Organization Science*, 33(5): 1889-1908.  
--- Top ten download list in [SSRN](#)
2. Xia, J., Gu, Q., Jiang, M., Zhou, Y. Forthcoming. Horizontal FDI and Internal R&D of Local Firms in Emerging Economies: A Coopetition Perspective. *Management and Organization Review*.
3. Ozkan, K.†, Khan, H.†, Deligonul, S., Yenyurt, S., Gu, Q., Cavusgil, E., & Xu, S. 2022. Race for market share gains: How emerging market and advanced economy MNEs perform in each other's turf. *Journal of Business Research*, 150: 208-222.
4. Zhang, J.†, & Gu, Q. 2021. Curse or blessing? Contingent effects of geographic distance on startup-VC partnership performance with China's high-speed railway development. *Journal of Business Venturing*, 36(4): 1-22. (Lead article)  
--- Reprinted in [Jijitang](#) (a leading Chinese online platform for management research) in 2022  
--- Podcast [InternationalHub](#) in 2021

5. Wang, S.\*, Gu, Q.\*, Von Glinow, M.A., & Hirsch, P. 2020. Cultural industries in international business research: Progress and prospect. *Journal of International Business Studies*, 51: 665-692.
6. Gu, Q., Lu, J.W., & Chung, C-N. 2019. Incentive or disincentive? A socioemotional wealth explanation of new industry entry in family business groups. *Journal of Management*, 45(2): 645-672.  
 --- Republished in *City Business Magazine* in 2020  
 --- Media coverage by [Atlanta Business Chronicle](#) in 2019  
 --- Media coverage by [Thought Leadership on SaportaReport](#) in 2018
7. Nifadkar, S.S., Wu, W., & Gu, Q. 2019. Supervisor's work-related and nonwork information sharing: Integrating research on information sharing, information seeking, and trust using self-disclosure theory. *Personnel Psychology*, 72(2): 241-269.  
 --- Cited as an exemplar in Cortina et al., *Journal of Applied Psychology* in 2020
8. Xu, D., Lu, J.W., & Gu, Q. 2014. Organizational forms and multi-population dynamics: Economic transition in China. *Administrative Science Quarterly*, 59(3): 517-547.  
 --- Republished in *Chinese Management Insights* in 2016 (a Chinese-English bilingual publication that converts leading academic research on China-related topic into summaries that can be easily read and used by managers).
9. Gu, Q., & Lu, X.H. 2014. Unraveling the mechanisms of reputation and alliance formation: A study of venture capital syndication in China. *Strategic Management Journal*, 35:739-750.  
 --- Podcast [InternationalHub](#) in 2021
10. Gu, Q.\*, & Lu, J.W.\* 2011. Effects of inward investment on outward investment: Venture capital industry worldwide 1985-2007. *Journal of International Business Studies*, 42(2): 263-284.

### Awards and Honors

- National Science Foundation of China grant to study “China Business Climate, CEO Managerial Discretion, and Firm Technical Innovation: Multi-level Studies from Integrative Perspective of Institution-based View and Upper Echelons Theory.” Co-investigator with Sanbao Zhang (PI) (RMB ¥480,000, about US\$75,400) 2021-2024
- John H. Dunning Fellowship, University of Reading, Henley Business School 2022-2023
- Faculty Recognition Award, Robinson College of Business, Georgia State University (as recognition for significant contributions to the department, college, and university) 2022
- Poets & Quants “[Top 40 Under 40 Business School Professor](#)” (given to the best business professors under the age of 40 teaching in MBA programs around the world. Evaluation of each nomination and professor is based on the quality of teaching and research.) 2020
- Faculty Recognition Award, Robinson College of Business, Georgia State University (as recognition for significant contributions to the department, college, and university) 2020
- Top Professor Award in International Business Master Program, Georgia State University (given to the best professors in the program based on student election) 2015, 2016, 2017, 2018, 2019, 2020
- Summer Research Grant, Robinson College of Business, Georgia State University 2016-Present
- Research Grant, CIBER, Robinson College of Business, Georgia State University 2021-Present
- Robinson College of Business Summer Research Grant 2016-Present
- Recognition for Outstanding Service, Chinese Management Scholars Community, Academy of Management 2016, 2017, 2018, 2019, 2020
- Best Reviewer Award, *Management and Organization Review* 2019

- HKUST Best Paper in Global Strategy Award, Academy of Management, Finalist 2018
- Faculty Award for Global Engagement for Research and Scholarship, Georgia State University, Nominee 2018
- Best Reviewer Award, Strategic Management Society 2017
- Best Conference Macro Paper Award, International Association for Chinese Management Research, Finalist 2016
- Best Conference Macro Paper Award, International Association for Chinese Management Research, Finalist 2012
- China's National Scholarship for Excellent Chinese International Student, Ministry of Education of the People's Republic of China 2011
- Li Ning Dissertation Award, International Association for Chinese Management Research 2010
- Best Doctoral Dissertation Proposal, Academy of International Business, Finalist 2010
- Strategy and Entrepreneurship Research Fellowship, National University of Singapore 2010
- Douglas Nigh Award, Academy of Management, Nominee 2009
- President Graduate Fellowship for Students with Exceptional Promise or Accomplishment in Research, National University of Singapore 2009

### Media Coverage

- How to raise \$2 billion with a sloppy Excel spreadsheet, [Fortune](#), November 17, 2022
- China's high speed rail, Podcast [InternationalHub](#) Mar 30, 2021
- The advantage of foreignness, Podcast [InternationalHub](#), Mar 23, 2021
- Lessons from prominent Atlanta family business, [Atlanta Business Chronicle](#), Feb 15, 2019

### Refereed Conference Proceedings

- Gu, Q., Shen, W. & Lu, L-H. 2020. Is CEO turnover sensitive to firm performance? An informativeness perspective. *Academy of Management Best Paper Proceedings*.
- Xia, J., Gu, Q., Jiang, M-S., & Lin, Z. 2018. How do local firms respond to foreign direct investment through international R&D? *Academy of Management Best Paper Proceedings*.
- Gu, Q., & Lu, L-H. 2013. Exploring the performance implication of multi-agency problems among public family businesses. *Academy of Management Best Paper Proceedings*.
- Gu, Q., & Lu, J.W. 2009. The linkage between inward investment and outward investment in the venture capital industry. *Academy of Management Best Paper Proceedings*.

### Selected Working Papers

1. Zhang, J.M., Gu, Q. Political capital and risk-taking (different title from submission). Revise and resubmission at *Strategic Management Journal*.
2. Shen, W., Gu, Q., & Lu, L-H. CEO dismissal in family-controlled firms (different title from submission). 2<sup>nd</sup> Round Revise and resubmission at *Family Business Review*.
3. Gu, Q., Wang, S., & Bai, T. FDI information disclosure (different title from submission). 2<sup>nd</sup> Round Revise and resubmission at *Journal of International Business Studies*.
4. Gu, Q., Chen, V., Wang, H. Stakeholder management through a crisis (different title from

submission). Revise and resubmission at *Strategic Management Journal*.

5. Gu, Q., Wang, Y.Q., & Zhang, J.M. Sweet spot of Foreignness in cultural products' global expansion. Revise and resubmission at *Journal of International Business Studies*.

### **Selective Conference Presentations**

1. Gu, Q., Wang, Y., Zhang, J. 2023. A deep-learning analysis of foreignness and its impacts on cultural goods' international performance, *Academy of Management Conference*, Boston.
2. Shen, W., Gu, Q., Lu, L. 2023. Are nonfamily CEOs always treated less favorably? A dynamic perspective of CEO turnover in family firms. *International Association for Chinese Management Research Conference*, Hong Kong, China.
3. Gu, Q., Xu, Y., & Xie, Z. 2022. Resisting De-Globalization? Dependency on Local Suppliers and Reshoring of MNCs in China. *Frontiers in International Business Conference*, Charleston, SC.
4. Gu, Q., Chen, Z., & Wang, H. 2022. Balanced or Imbalanced? Stakeholder Management and Firm Resilience in a Systemic Crisis. *Strategic Management Society Conference* (London).
5. Zhang, J., & Gu, Q. 2022. A tale of two types of political capital: Risk-return distortion in venture capital investments. *Global Strategy and Emerging Markets Conference* (Hybrid).
6. Gu, Q., Chen, Z., & Wang, H. 2021. Integration or Focus? A Configurational Perspective of Stakeholder Management and Firm Performance during COVID Crisis. *International QCA Paper Development Workshop* (Virtual).
7. Gu, Q., Wang, S., & Tao, B. 2021. An integrated approach to voluntary information disclosure. *Strategic Management Society Conference* (Virtual).
8. Gu, Q., Chen, V., Wang, H. 2021. Stakeholder management pre-crisis and firm performance during crisis. *Strategic Management Society Conference* (Virtual).
9. Gu, Q., Wang, S., & Tao, B. 2021. Meeting halfway? An instrumental approach of family firms' voluntary information disclosure. *Academy of Management Conference* (Virtual).
10. Gu, Q., Shen, W., & Lu, L-H. 2020. Is CEO turnover sensitive to firm performance? An informativeness perspective. *Academy of Management Conference* (Virtual).
11. Gu, Q., Ni, J. 2020. What happen after a peer's success? Industry competitors' entrepreneurial outcomes post a peer firm's IPO event. 2020. *International Association for Chinese Management Research Conference*, Xi'an, China.
12. Niu, C., Gu, Q., & Chan, C. 2019. Filling market institutional underdevelopment: Institutional substitution and strategic fit on foreign firm performance. *Strategic Management Society Conference*, Minneapolis, MN.
13. Gu, Q., Wang, S., & Bai, T. 2019. Controlling and minority shareholders meeting halfway? Evidence from family firms' voluntary information disclosure on FDI. *Strategic Management Society Conference*, Minneapolis, MN.

14. Gu, Q., Lu, L-H., & Shen, W. 2019. What it takes to get into the club? Professional CEOs in Family Firms. *Academy of Management Conference*, Boston, MA.
15. Xia, J., Gu, Q., Jiang, M.S., & Lin, Z. 2019. Competitive disadvantage and internal R&D of local firms in emerging economies: A threat-catch-up perspective. *Asia Academy of Management Conference*, Bali, Indonesia.
16. Xu, L., Gu, Q., Hansen, H., & Chen, S. 2018 A dynamic view of founding team imprinting: The case of U.S. venture capital industry. *Strategic Management Society Conference*, Paris, France.
17. Xia, J., Gu, Q., Jiang, M.S., & Lin, Z. 2018. Spillovers and barriers to imitation: How do local firms respond to horizontal foreign direct investment through internal R&D? *Academy of Management Conference*, Chicago, IL.
18. Gu, Q., Hu, S.C., & Lu, L-H. 2017. Foreign market entry in family business: The effects of performance feedback and socioemotional wealth configuration. *Strategic Management Society Conference*, Houston, TX.
19. Gu, Q., Hu, S.C., & Xia, J. 2017. The joint effects of social network positions and performance feedback on risk taking of VC firms. *Academy of Management Conference*, Atlanta, GA.
20. Xia, J., Gu, Q., Jiang, M.S., & Lin, Z. 2017. Why do foreign firms conduct R&D investments in an emerging market? A resource dependence perspective. *Academy of International Business Conference*, Dubai, UAE.
21. Wu, W., & Gu, Q. 2016. Gain without pay causes lazybones' loss: The influence of formal and informal supervisor-subordinate relationships on customer service performance. *International Association for Chinese Management Research Conference*, Hangzhou, China.
22. Gu, Q., & Zheng, Y.F. 2015. When birds of a feather flock to a foreign land: Alliance strategy of foreign venture capital firms in China. *Strategic Management Society Conference*, Denver, CO.
23. Lu, L-H, Gu., Q., & Wong, P.K. 2015. Exploring the S-curve relationship between ambidextrous innovation and firm performance. *Strategic Management Society Conference*, Denver, CO.
24. Gu, Q., & Lu, X.H. 2015. Status transfer and new venture success: Evidence from China's VC-backed sector. *Academy of Management Conference*, Vancouver, BC.
25. Lu, L-H., & Gu, Q. 2013. Exploring the performance implication of multi-agency problems among public family businesses. *Academy of Management Conference*, Lake Buena Vista, FL.
26. Gu, Q., Lu, J.W., & Chung, C-N. 2013. Revisiting the curvilinear relationship between diversification and performance: A study of business groups in emerging economies. *Academy of International Business Conference*, Istanbul, Turkey.
27. Gu, Q., Lu, J.W., & Chung, C-N. 2012. The invisible hand of family: Diversification in business groups in emerging economies. *International Association for Chinese Management Research Conference*, Hong Kong, China.

## **Other Research Activities**

- Track Chair, *Academy of International Business-Southeast chapter (AIB-SE) Conference* 2023
- Panelist, PDW on International Management Division Junior Faculty Consortium, Academy of Management Conference 2023
- Panelist, PDW on Accessing and Publishing with Chinese Data: Researching Chinese Organizations in Uncertain Times, Academy of Management Conference 2023
- Panelist, PDW on Accessing and Publishing with Chinese Data: Researching Chinese Organizations in Uncertain Times, Academy of Management Conference 2023
- Co-organizer, AIB Emerging Scholars from Emerging Markets Program (enrollment including 46 scholars from 17 emerging countries) 2022-2023
- Speaker, 10<sup>th</sup> Chinese Management Scholars Workshop (CMSW) 2022
- Coordinator and Panelist, Technology Advancement in Transforming MNE Partnership and Performance, GSU-CIBER Webinar Series 2021
- Co-chair, PDW on Cultural Industry in Academy of International Business Conference, Virtual 2021
- Speaker (Committee Chair), Global Chinese Management Scholar Community Reunion, Academy of Management 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021
- Speaker, International Research Forum on Entrepreneurship and Family Business 2020
- Coordinator and Panelist, Family Businesses Navigating Global Crisis, GSU-CIBER Webinar, 2020
- Panelist, China's Economy and Business Environment post Covid-19, GSU-CIBER Webinar 2020
- Co-chair, PDW on Cultural Industry in Academy of Management Conference, Virtual 2020
- Associate, China Research Center 2020-Present
- Panelist, Doctoral Student Summer Research Workshop, Tsinghua University, China 2019
- Invited Participation for STR Mid-Career Consortium, Boston, MA 2019
- Invited Participation in Chinese Management Scholars Community Mentor Camp, Chicago, IL 2018
- Invited Participation in Global Strategy Paper Development Workshop in Strategic Management Society Conference, Houston, TX 2018
- Invited Participation in Junior Faculty Paper Development Workshop in Strategic Management Society Conference, Houston, TX 2018

### **Teaching Experience**

- Firm, Market and Context (EMBA course) 2022-Present
- Doctor of Business Administration (DBA advisor) 2021-Present
- Global Interorganizational Relations (Ph.D. research seminar) 2020-Present
- Policy and Strategy in the International Marketplace (Graduate core course) 2013-Present
- Directed Reading in International Business (MBA student) 2022
- International Business and Operations (Undergraduate course) 2015, 2021-Present
- Globalization and Business Practices (Undergraduate capstone course) 2012-2020
- Doctoral Student Advising and Mentorship
  - Mario Gonzalez Segura, Dissertation Committee Member 2022
  - Kubilay Ozkan, Dissertation Committee Chair (Placement: ESCE International Business School Paris) 2020-2021
  - Francesca Sanguineti, (Placement: University of Pavia, Italy) 2020-2021
  - Jiacheng Ni, Host and Advisor, Visiting Ph.D. Student (Placement: Nanjing University of Finance and Economics) 2019-2020

### **Service**

- **Editorial Activity**

- Editor, *Quarterly Management Journal*, Special issue on “Family Firms’ Innovation and Growth in the Challenge of Deglobalization”. Scheduled to be published in 2023
- Senior / Associate Editor
  - *Management and Organization Review* 2021-Present
  - *Quarterly Management Journal* 2021-Present
- Editorial Board Member
  - *Academy of Management Journal* 2021-Present
  - *Journal of World Business* 2016-Present
  - *Strategic Entrepreneurship Journal* 2021-Present
  - *Journal of Business Research* 2015-2021
  - *Management and Organization Review* 2013-2020
- Ad Hoc Reviewer 2012-Present
  - *Entrepreneurship Theory and Practice, Global Strategy Journal, Journal of International Business Studies, Journal of Management, Journal of Management Studies, Journal of Management Studies, National Science Foundation, Organization Science, Personnel Psychology, Strategic Management Journal*
- External Reviewer for Research Grants Council of Hong Kong 2015-Present
- Member and Reviewer
  - Academy of Management, Academy of International Business, Strategic Management Society, International Association for Chinese Management Research
- **Research Committee**
  - Research Committee Member, Strategic Management Division of AOM 2022-Present
  - Communication Committee Member, Strategic Management Division of AOM 2020-2022
  - Committee, IACMR Dissertation Grant 2020
- **Pedagogical Service**
  - Panelist / Discussant
    - International Business Pedagogy Workshops, Center for International Business Education & Research, Georgia State University 2019
  - Textbook Book / Course Review
    - *International Business* online course by Morris and Oldroyd, WileyPlus 2019
    - *Connect International Business*, McGraw-Hill Education 2019
- **Department, College, and University Service**
  - Department
    - Tenure Track Faculty Search Committee for Entrepreneurship and Innovation Institute 2023
    - Tenure Track Faculty Search Committee 2022
    - Non-Tenure Track Faculty Search Committee 2022
    - Benchmark Study Committee 2022
    - Promotion Committee 2021
    - Promotion & Tenured Review Committee 2021
    - Department Director Search Committee 2021
    - NTT Faculty Search Committee, Chair 2021
    - TT Faculty Search Committee for Entrepreneurship and Innovation Institute, Chair 2021
    - Faculty Structured Review Committee 2021
    - Ph.D. Recruitment Committee 2021-Present
    - Research Seminar Series Organizer 2016-Present
    - Academic Program Review Committee 2018-2019
  - College
    - 2<sup>nd</sup> Century Initiative on China, Faculty Leader 2012-Present

- Culture, Equity & Inclusion Council 2022-Present
- MBA Core Redesign Committee 2023
- Faculty Manual Revision Committee 2022
- Online BBA Strategic Committee 2022
- Search Committee for Associate Dean for Culture, Equity & Inclusion 2022
- Online BBA Degree Completion Program Committee 2022
- Faculty Affairs Committee 2019-2022
- Strategic Planning Committee 2020-2021
- Inclusion and Equity Committee, Subcommittee Chair 2020-2021
- Faculty Planning Committee for MBA Fintech Pathway Program 2018
- Task Force for BUSA 1105 undergraduate capstone course development 2016
- University
  - Senate Research Committee 2019-2020
  - Senate Library Committee 2019-2020
  - Asian Studies Center Member 2012-2016
  - Emerging Market Task Force Member 2012-2016