

C. Other publications

- [7] Zhou, M. and M. Bellier (2003). **Private Participation in Infrastructure in China - Issues and Recommendations for the Road, Water, and Power Sectors.** Washington, DC: World Bank Publications, 141 pages.
- [8] Zhou, 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 projects-in-progress

- [9] Understanding Organizational Factors behind Firm Performance Heterogeneity. (A multi-study project that will use confidential plant-level data provided by the Center for Economic Studies. A research proposal with detailed literature review and methodology sections is currently under review at the CES. Approval expected in Fall 2009.)

E. Invited and Refereed Conference presentations

2009

- “Task System, Organization Modularity and Hierarchy.”
- *Annual Meetings of the Academy of Management, Chicago*

2007-2008

- “Synergies, Coordination Costs and Diversification Choices.”
- *INSEAD*

“Structural Complexity and Diversification.”

- *Annual Meetings of the Academy of Management, Philadelphia*
- *Business Policy and Strategy Division Doctoral Consortium, AOM Meetings, Philadelphia*
- *Duke University, Fuqua School of Business*
- *INSEAD*
- *London Business School*
- *UCLA Anderson School of Management*
- *University of Illinois at Urbana-Champaign, College of Business*
- *University of Maryland, Smith School of Business*
- *University of North Carolina at Chapel Hill, Kenan-Flagler Business School*
- *University of Southern California, Marshall School of Business*
- *Consortium on Competitiveness and Cooperation, Atlanta*

“Delegation across Borders: The Case of Multinational Hierarchies.”

- *Annual Meetings of the Strategic Management Society, San Diego*
- *Annual Meetings of the Academy of International Business, Indianapolis*
- *Doctoral Consortium of AIB Meetings, Indianapolis*
- *George Washington University School of Business*
- *University of Illinois at Urbana-Champaign, Department of Agricultural and Consumer Economics*

2006

“Fire-sale FDI and Subsidiary Divestiture Following Economic Crisis.”

- *Annual Meetings of the Academy of Management, Atlanta*

2005

“Unpacking the Insiders: Family Firms in Crises.”

- *Annual Meetings of the Academy of Management, Honolulu*
- *Organization and Management Theory Division Doctoral Consortium, AOM Meetings, Honolulu*
- *Annual Meetings of the Academy of International Business, Quebec City*

TEACHING

A. Teaching Interests

Strategy, International Business, Global Strategy, Business Economics

B. Teaching Experience

Spring 2009	UNIVERSITY OF MARYLAND BUSI673: International Economics for Managers (MBA)	College Park, MD
Winter 2005	UNIVERSITY OF MICHIGAN STRATEGY 310: The World Economy (Undergraduate)	Ann Arbor, MI
Winter 1997 to Winter 1998	UNIVERSITY OF MARYLAND Corporate Finance (Undergraduate core) <u>Teaching Assistant</u>	College Park, MD
Fall 1996	UNIVERSITY OF MARYLAND International Finance (Undergraduate) <u>Teaching Assistant</u>	College Park, MD

AWARDS AND GRANTS

A. Awards

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

The Academy of Management's William. H Newman Award for outstanding papers based on a recent dissertation, nominee for the Business Policy and Strategy (BPS) Division, 2009.

Graduate Research Board Summer Award, Graduate School, University of Maryland, 2008.

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

Mitsui Life Doctoral Research Grant on Emerging Markets, Ross School of Business, 2005.

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

WORK EXPERIENCE

- 1998 to 2002 **INTERNATIONAL FINANCE CORPORATION**, the World Bank Group
Washington D.C.
Investment Officer, Department of Private Sector Advisory Services
- Together with project teams, acted as the lead and financial advisor for governments in the restructuring and privatization of state-owned enterprises.
 - Main responsibilities included drafting and presenting strategic options reports and sales prospectus, drafting and negotiating major transaction documents including bidding procedures, share purchase agreements, concession contracts, financial modeling and analysis.
 - Main projects included the restructuring and privatization of electric power systems in Armenia and Georgia, water and sanitation system in Romania (IFC Corporate Performance Award 2000), airlines in Botswana and Nigeria, seaports in Bulgaria.
- Summer 1997 **RAYMOND JAMES FINANCIAL** St. Petersburg, FL
Summer Intern, Assistant to the Chairman
- Strategic and competitive analyses.
- 1992 to 1994 **ARTHUR ANDERSEN & Co.** Shenzhen, China
Auditor
- Performed financial audit or due diligence of companies in banking, insurance, real estate, trade and manufacturing sectors, for the purposes of overseas initial public offering, B-share listing or acquisition.

PROFESSIONAL AFFILIATIONS AND SERVICE

Member: Academy of Management, Academy of International Business, American Economic Association, INFORMS, Strategic Management Society.

Ad hoc reviewer for Academy of Management Journal, Administrative Science Quarterly, Management Science, Organization Science, Academy of Management Meetings, Academy of International Business Meetings.

Chartered Financial Analyst, CFA Institute, certified June 2001.