

YUE MAGGIE ZHOU

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ACADEMIC POSITION

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

EDUCATION

2008	UNIVERSITY OF MICHIGAN Ph.D. in Business Economics Dissertation: Coordination Costs, Organization Structure and Firm Growth	Ann Arbor, MI
2006	UNIVERSITY OF MICHIGAN Master of Applied Economics	Ann Arbor, MI
1998	UNIVERSITY OF MARYLAND MBA (Focus: Finance)	College Park, MD
1992	SHANGHAI JIAOTONG UNIVERSITY Bachelor of Engineering, First-class Honors Major: International Business; Minor: Computer Science	Shanghai, China

RESEARCH INTERESTS: STRATEGY

My research interests include theory of the firm, coordination, organization structure, and multinational corporations. I am interested in understanding how the internal organization of firm activities, interdependencies among its past decisions, and national institutions constrain firms' strategic and structural choices.

RESEARCH

A. Publications

- [1] Zhou, YM (2011). Designing for Complexity: Using Divisions and Hierarchy to Manage Complex Tasks. *Organization Science*, forthcoming.
- [2] Zhou, YM (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 for outstanding papers based on a recent dissertation, nominee for the Business Policy and Strategy Division, Annual Meetings of the Academy of Management, 2009.
- [3] Zhou, YM, X. Li, J. Svejnar (2011). Subsidiary Divestiture and Acquisition in a Financial Crisis: Operational Focus, Financial Constraints, and Ownership. *Journal of Corporate Finance*, 2011, 272-287.

- [4] Zhou, YM (2007). Structural Complexity and Diversification. Academy of Management Best Paper Proceedings.

B. Submitted Papers

- [5] Zhou, YM (2011). Delegation across Institution Boundaries: The Case of Multinational Hierarchies (under review).
- 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.

C. Working Paper

- [6] Wan, X, and YM Zhou. The Bottleneck: Product Variety and Coordination Failures within a Major Soft Drink Bottling Company (presented at NYU Econ-Strategy Workshop).

D. Book and Book Chapters

- [7] Zhou, YM, 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, YM (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.

E. Research in Progress

- [9] Internal and External Labor Markets for Managerial Talent (with Vojislav Maksimovic)
- Summer Research Grant, University of Maryland
 - NSF-UMD ADVANCE seed grant
- [10] Organization Structure and Corporate Social Responsibility (with Rachele Sampson)
- [11] Understanding Organizational Factors behind Firm Performance Heterogeneity.
- A multi-study project that uses confidential plant-level data provided by the Center for Economic Studies. Started May 2010.

F. Invited presentations

2011

“The Bottleneck: Product Variety and Coordination Costs within a Major Soft Drink Bottling Company”
New York University Econ Strategy Workshop

“Delegation across Institutional Boundaries: The Case of Multinational Hierarchies”
Strategic Research Forum, Florida

2007-2008

“Synergies, Coordination Costs and Diversification Choices”
INSEAD

“Structural Complexity and Diversification”

Duke University, Fuqua School of Business; 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

“Delegation across Borders: The Case of Multinational Hierarchies”

George Washington University School of Business; University of Illinois at Urbana-Champaign, Department of Agricultural and Consumer Economics

TEACHING

A. Teaching Interests

Strategy, International Business, Global Strategy, Business Economics

B. Teaching Experience

Fall 2011	UNIVERSITY OF MARYLAND BUSI681: Managerial Microeconomics (MBA core)	College Park, MD
Spring 2009-2011	UNIVERSITY OF MARYLAND BUSI673: International Economics for Managers (MBA)	College Park, MD
Spring 2005	UNIVERSITY OF MICHIGAN CSIB310: 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

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 for outstanding papers based on a recent dissertation, nominee for the 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

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.

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, Strategy Research Forum.

Ad hoc reviewer for Academy of Management Journal, Administrative Science Quarterly, Journal of Banking and Finance, Management Science, Organization Science.

Chartered Financial Analyst, CFA Institute, certified June 2001.