

Shirley Tang

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ACADEMIC EMPLOYMENT

Bocconi University

Assistant Professor, Department of Management and Technology 2023-

EDUCATION

Olin Business School, Washington University in St. Louis

2018-2023

Ph.D., Strategy and Entrepreneurship

Committee: Nicholas S. Argyres (Co-chair), Lamar Pierce (Co-chair), Seth Carnahan,
Daniel W. Elfenbein, Aseem Kaul, and Minyuan Zhao

Dissertation: *The Transparency Dilemma*

Award: Strategy Research Foundation (SRF) Dissertation Grant 2022
Runner-up, INFORMS/Organization Science Best Dissertation Proposal Competition 2022

Royal School of Mines, Imperial College London

2016-2017

MSc. in Metals and Energy Finance, award with Distinction

Chevening Scholar

Dissertation: *A Real Option-based Technical and Economic Evaluation of Energen
Corporation and Implications for Investment in US Shale (Permian Tight Oil)*

Chinese University of Hong Kong

2012- 2014

MBA in Finance

Beijing Foreign Studies University

2006-2008

MA in Simultaneous Interpretation and Linguistics, award with First Class

China Foreign Affairs University

2001-2005

BA in International Relations and English, award with First Class

RESEARCH INTERESTS

I study how firms integrate market and nonmarket strategies to win competition and how these strategies affect the market structure, innovation, the natural environment, and society.

WORKING PAPERS

Tang, Shirley. *Environmental Transparency and Value Appropriation from Innovation: Evidence from US Hydraulic Fracturing 2000–2020.* (JMP)

- Best conference paper in the stream of Innovation and Entrepreneurship, Industry Studies Association Annual Conference, 2023

Tang, Shirley, Daniel W. Elfenbein, and Tatenda Pasipanodya. *Self-Regulation with Conflicting Stakeholders: Corruption, Disclosure, and Performance in Extractive Industries.*

- Revise and Resubmit at *Strategic Management Journal*

- Finalist, 2021 SMS Best Conference Ph.D. Paper Prize

Carnahan, Seth, Lamar Pierce, and **Shirley Tang**. *Clutch Performers*.

Tang, Shirley. *Public Pressure, Private Firms, and Directed Technical Change with Information Disclosure*

Tang, Shirley, Daniel W. Elfenbein, and Tatenda Pasipanodya. *Does Self-regulation in Multi-stakeholder Initiatives Lead to Desired Social Outcomes?*

WORK-IN-PROGRESS

Tang, Shirley. *Time to Imitate: Social Learning and Performance with Environmental Transparency*. Data analysis completed.

Tang, Shirley, Kunfeng Zhu. *"Change Quotient": Are Faster Movers Better Movers? Evidence from Fifty Years of International Oil and Gas Investment and Energy Transition*. Data analysis.

Chen, Zhimin, Yuheng Ding, and **Shirley Tang**. *How costly is green product innovation? Evidence from a structural estimation*. Data analysis.

Tang, Shirley. *Globalizing like China*. (With help from [The Wire China](#)). Data collection.

CONFERENCE PRESENTATIONS

Environmental Transparency and Value Appropriation from Innovation: Evidence from US Hydraulic Fracturing 2000–2020

- ARCS 2023, Washington DC (scheduled)
- ISA 2023, Columbus
- CCC Doctoral Conference 2022, Toronto
- SMS Conference London 2022, London
- INFORMS/Organization Science Best Dissertation Proposal Competition 2022, Indianapolis

Self-Regulation with Conflicting Stakeholders: Corruption, Disclosure, and Performance in Extractive Industries

- Strategy Science 2023, Munich (scheduled)
- Academy of Management Conference 2022, Seattle
- SMS Conference 2021(virtual)

Clutch Performers

- Academy of Management Conference 2023, Boston (scheduled)
- Wharton People and Organization Conference 2021 (virtual)

Does Self-regulation in Multi-stakeholder Initiatives Lead to Desired Social Outcomes?

- SMS Conference 2023, Toronto (scheduled)

Technical Knowledge and Structural Knowledge: How Motives and Modes of Foreign Entry Shape Employee Mobility

- Academy of Management Conference 2021 (virtual)

TEACHING EXPERIENCE

Olin Business School, Washington University in St. Louis

Business & Government (Undergrad), Teaching Assistant 2022
Professor Lamar Pierce

Corporate and Global Strategy (Undergrad & MBA), Teaching Assistant 2019, 2020, 2021
Professor Minyuan Zhao

The Global Business Environment in the 21 st Century (MBA), Teaching Assistant Professor Lamar Pierce	2020
Business, Government & Society (MBA), Teaching Assistant Professor Tarek Ghani	2020
Corporate Strategy (MBA), Teaching Assistant Professor Anne Marie Knott	2020
Strategic Management (EMBA), Teaching Assistant Professor Daniel W. Elfenbein	2019
Sinopec Management Institute Stakeholder Communication, Lecturer	2015, 2016

SERVICE

Ad-hoc reviewer:

- Academy of Management Annual Conference
- Africa Journal of Management
- Management Science
- Strategic Management Journal
- Strategic Management Society Conference
- Strategy Science

AWARDS AND SCHOLARSHIPS

Best conference paper in the stream of Innovation and Entrepreneurship, Industry Studies Association Annual Conference, 2023.

Best Job Market Paper, Olin Business School, Washington University in St. Louis, 2023.

MOOG Scholar, Olin Business School, Washington University in St. Louis, 2023.

Runner-up, INFORMS/Organization Science Best Dissertation Proposal Competition, 2022.

SRF Dissertation Scholar, Strategic Research Foundation, 2022.

Best Ph.D. Paper Finalist, Strategic Management Society, 2021.

Doctoral Fellowship, Washington University in St. Louis, 2018-present.

Exceptional Scholar Award, Chevening, the Foreign & Commonwealth Office of the UK, 2018.

Oldfield Robinson Fund for an outstanding student on the MSc. Metals and Energy Finance program, Imperial College London, 2017.

Chevening Scholar, the Foreign & Commonwealth Office of the UK, 2016-2017.

First Class National Scholarship, China, 2004.

Great West Development National Scholarship, China, 2001.

INDUSTRY EXPERIENCE

Deputy Director, Strategy & Business Development, Sinopec Group	2017-2018
<ul style="list-style-type: none"> - Strategy formulation and capital budgeting - Acquisition and divestiture - Belt & Road Initiative-related investment planning and monitoring - LNG negotiation 	

Team Lead, Global Business Environment, Sinopec International Exploration & Production	2015-2016
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- SOE country-risk rating system
- Social-economic risk assessment framework for M&A

Team Lead, M&A Commercial, *Sinopec International Exploration & Production*

2008-2014

- Cross-border M&A due diligence, negotiations, and stakeholder management.
- Completed deals included [Addax Petroleum](#), [Devon Energy](#), [Chesapeake](#), [Daylight Energy](#), [Talisman North Sea](#), [Occidental Argentina](#), [ConocoPhillips Syncrude](#), [Galp Brazil](#), and [Asia Pacific LNG](#), among others. Unsuccessful deals abounded, but they rarely left a trace, except when involving [high-profile players](#) or [high-stake bids](#).

MEMBERSHIPS

Academy of Management
Academy of International Business
Association of Environmental and Resource Economists
International Association for Energy Economics
Strategic Management Society

PROGRAMMING

R, STATA, Python, LaTeX. OS: Windows, Mac OS, Linux. High-Performance Computing.

LANGUAGES

Mandarin: Native | English: Proficient | German: Intermediary

CERTIFICATIONS

Certified Chinese-English Simultaneous Interpreter
Chartered Financial Analyst (CFA): Level III Candidate

REFERENCES

Nicholas S. Argyres (Co-advisor), Vernon W. & Marion K. Piper Professor of Strategy

Phone: +1 (314) 935-6391 Email: argyres@wustl.edu

Lamar Pierce (Co-advisor), Beverly and James Hance Professor of Strategy

Phone: +1 (314) 935-7321 Email: pierce@wustl.edu

Seth Carnahan, Associate Professor of Strategy

Phone: +1 (314) 935-2224 Email: seth.carnahan@wustl.edu

Daniel W. Elfenbein, Professor of Organization and Strategy

Phone: +1 (314) 935-8028 Email: elfenbein@wustl.edu

Minyuan Zhao, Associate Professor of Strategy

Phone: +1 (314) 935-8313 Email: minyuan@wustl.edu