

SHI TANG

City University of Hong Kong
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ACADEMIC APPOINTMENT

2021 - Assistant Professor **City University of Hong Kong**, College of Business
Department of Management

EDUCATION

2021 Ph.D. **University of Cambridge**, Judge Business School
Management Studies
St Benavitch Scholar, St Catharine's College

2016 M.Phil. **University of Cambridge**, Judge Business School
Innovation, Strategy and Organisation (with Distinction)

2015 B.S. **Tsinghua University**, School of Life Sciences
Biological Science (with Distinguished Thesis Award)

RESEARCH INTERESTS

Strategic leadership and executive cognition
Gender, diversity, and inclusion
Temporal perspectives in organizations
Microfoundations of strategy
Sustainability and responsible leadership

PUBLICATION

(† denotes doctorate students at the City University of Hong Kong at the time of submission)

Tang S., Thatcher S., Richter, A.W., Zhang S., & Jahanshahi A.A. (2026). The great temporal divide: How top management team temporal faultlines and dominant subgroups shape firm innovativeness in Iran. *Journal of Management Studies*, forthcoming.

Chen Y., †Ofosu E., O’Sullivan D., **Tang S.** & Zolotoy L. (2025). (*Authors contributed equally). Do women executives make workplaces safer? Evidence from workplace safety violations. *Journal of Management Studies*, forthcoming.
(Featured in *Forbes*:
<https://www.forbes.com/sites/michelletravis/2026/01/27/companies-with-women-executives-have-better-workplace-safety-records/>)

Adomako S., Zahoor N., **Tang S.**, Chu I., & Zhang X. (2025). CEO vision articulation, TMT relational attachment, and corporate entrepreneurship. *Leadership Quarterly*. 36(3): 101881.

Tang S., Nadkarni S., Wei L.Q. & Zhang S. (2021). Balancing the yin and yang: TMT gender diversity, psychological safety and firm strategic orientation in Chinese high-tech SMEs. *Academy of Management Journal*. 64(5): 1578-1604.
(White paper published: <https://www.jbs.cam.ac.uk/wp-content/uploads/2020/08/2019-gender-diversity-in-adversity.pdf>)

Tang S., Richter, A. W., & Nadkarni S. (2020). Subjective time in organizations: Conceptual clarification, integration, and implications for future research. *Journal of Organizational Behavior*. 41(2): 210-234.

MANUSCRIPTS UNDER REVIEW

(† denotes doctorate students at the City University of Hong Kong at the time of submission)

Tang S. †Fu L. W., & Chen G. L. [Women CEOs and stereotype threat] *Revise & Resubmit at Journal of Management*.

- *A previous version of the manuscript received the 2023 “SMS Strategic Leadership and Governance Best Paper Award”*
- *Finalist for “SMS Annual Conference Responsible Research Paper Prize”*

WORKING PAPERS

(† denotes doctorate students at the City University of Hong Kong at the time of submission)

Can women have it all? Gender differences in the influence of CEO family demands: A field study in Iran, with Junhyok Yim, Priyanka Dwivedi, and Asghar Jahanshahi. *Preparing submission to Journal of Applied Psychology*.

CEO Communication Through a Cultural Lens: East Asian CEOs’ Promotion Focus and Investor Valuation, with Lingling Pan, Gerry McNamara, and Jackson Lu. *Preparing submission to Management Science*.

Temporal-cultural conflict between Buddhist and industrial temporality in MNEs. with Hee-Chan Song. *Preparing submission to Journal of International Business Studies*.

Equality in the Eyes of Beholders: An Ideology-Based Perspective on Gender Gap in Entrepreneurship. with Taiyuan Wang. *Finalizing manuscript*.

- *A previous version of the manuscript received the “Kauffman Best Paper on DEI and Entrepreneurship Award,” DEI division of AOM 2023.*

CEO dual temporal orientation, cognitive processes, and ambidexterity of entrepreneurial firms. Sole author. *Finalizing manuscript.*

- ***Finalist for 2020 Kauffman Best Student Paper Award in Entrepreneurial Cognition, MOC division of AOM***

The end of middle managers? The influence of middle managers' personality and cultural traits during strategic change. with Francisco Brahm. *Data analysis.*

Tang S., †Du Q.Y, Kim, Y. J., & Chu, J. At the intersectionality: Developing a holistic understanding of social inclusion in investment management. *Data collection completed.* (White paper published: <https://www.jbs.cam.ac.uk/wp-content/uploads/2023/11/wlc-2023-inclusion-in-investment-management.pdf>)

GRANTS AND AWARDS

CityU APR Research Project Grant (2025– 2027)
Strategic Research Grant, City University of Hong Kong (2023 – 2026)
SMS Best Paper Award, Strategic Management Society (2023)
Kauffman Best Paper on DEI and Entrepreneurship Award, Academy of Management (2023)
Start-up Research Grant, City University of Hong Kong (2021 – 2023)
Director's Research Excellence Prize, Cambridge Judge Business School (2020)
Teaching Award, Cambridge Judge Business School (2018, 2020)
Best Paper Award, CJBS Winter Conference (2018)
Distinction Achievement Prize for first-year PhD students, University of Cambridge (2017)
Benavitch Scholarship, St Catharine's College, University of Cambridge (2016 – 2020)
Santander Prize for Master's Distinction, University of Cambridge (2016)
Distinguished Thesis Award, School of Life Sciences, Tsinghua University (2015)
Ten Most Influential Student Award, Tsinghua University (2015)

SELECTED TALKS AND PRESENTATIONS

Invited research seminar. "Can women have it all? Gender differences in the cognitive and strategic impacts of CEO family demands." University of Western Australia, Perth, 2025.

Invited research seminar. "Understanding the microfoundations: Applying psychological theories to strategy research." Wuhan University, Wuhan, 2025.

Conference presentation. "Equality in the eyes of beholders: An ideology-based perspective on gender gap in entrepreneurship." Australian Centre for Entrepreneurship Research Exchange Conference (ACERE), Sydney, 2024.

Conference presentation. "I am not one of them! Hedge fund activism, gender stereotype threat, and CSR disengagement." The Annual Meeting of the Academy of Management, 2023.

Conference presentation. “Equality in the eyes of beholders: An ideology-based perspective on gender gap in entrepreneurship.” The Annual Meeting of the Academy of Management, 2023.

Panelist. “Advancing Temporal Research in Chinese Management,” PDW workshop, International Association for Chinese Management Research (IACMR) conference, Hong Kong, 2023.

Conference presentation. “A trait perspective on middle management: The influence of middle managers’ personality and cultural traits during organizational change.” The Berkeley Culture Conference, Berkeley, CA, 2023.

Invited research seminar. “TMT gender diversity, psychological safety and firm strategic orientation in Chinese high-tech SMEs.” Tongji University, Shanghai, 2021.

Invited research seminar, “CEO temporal ambivalence: A dual pathway to firm ambidextrous innovation.” China Europe International Business School (CEIBS), Shanghai, 2020.

Conference presentation. “The global drivers of female board representation: A stereotype activation perspective.” The Annual Meeting of the Academy of Management, 2020.

Conference presentation. “Balancing the yin and yang: TMT gender diversity, psychological safety and firm strategic orientation in Chinese high-tech SMEs.” Trans-Atlantic Doctoral Conference, London, 2019.

Conference presentation. “Temporal adaptability: Adapt to interruptions at different stages of individual innovation process.” The Annual Meeting of the Academy of Management, 2017.

Conference presentation. “Looking back and looking forward: The influence of new venture team temporal diversity on venture performance.” IE Business School Doctoral Consortium, Madrid, 2016.

TEACHING

2023 – 2026:	Course leader	Business Ethics and Social Responsibility (Master’s) Department of Management City University of Hong Kong
2021 – 2024:	Course leader	Corporate Social Responsibility (Undergraduate) Department of Management City University of Hong Kong
2017 – 2019:	Lecturer	Seminar in Business Strategy (Undergraduate) Girton College University of Cambridge
2017 – 2019:	Teaching Assistant	Business Strategy (MBA) Judge Business School

		University of Cambridge
2017 – 2018:	Teaching Assistant	Econometrics (MPhil) Judge Business School University of Cambridge
2016 – 2017:	Teaching Assistant	Organizational Behavior (EMBA) Judge Business School University of Cambridge

UNIVERSITY SERVICE

2025 – Present:	Faculty advisor for Hong Kong Social Enterprise Challenge (HKSEC) competition College of Business Grade Review Committee member
2024 – Present:	Doctoral Dissertation Proposal Panel for Miao Yun and Zhongyuan Sun
2023 – 2024:	Doctoral Dissertation Panel for Shiqing Huang Academic advisor for HK Tech-300 Startup initiatives
2022 – 2023:	Doctoral Dissertation Panel for Qiying Du Academic advisor for the Citi ESG-FinTech Innovation Competition
2021 – 2022:	PhD Qualification Exam Panel Department Research Committee

ACADEMIC SERVICE AND MEMBERSHIP

Ad-hoc Reviewer

Academy Management Journal
Academy Management Review
Strategic Management Journal
Organization Science
Journal of Management Studies
Management and Organization Review

Academic Membership

Academy of Management
Strategic Management Society

Other

Language: English (fluent), Mandarin (native), Bahasa Indonesia (basic)
Hobby: Surfing, travel, yoga, camping, spending time with my cat