

Yuan Tian (Tanya)

Kellogg School of Management, Northwestern University

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EDUCATION

- Kellogg School of Management, Northwestern University, Evanston IL. USA
 - Ph.D. in Management and Organizations (July 2020)
 - Researcher in Residence, Northwestern Institute on Complex Systems (2018 - 2020)
 - Minor in Computational Social Science (June 2017)
- Hong Kong University of Science and Technology, Hong Kong
 - B.B.A in Finance & B.B.A in Operation Management, June 2011
 - M.Phil. in Social Science (economics), August 2014
- University of Texas at Austin, Austin TX, USA
 - International Study Program, fall 2010

RESEARCH INTERESTS

Status and Reputation; Science and Innovation; Strategic Human Capital; Computational Social Science; Stakeholders and Corporate Social Responsibility

WORKING PAPERS

- **Yuan Tian**, Ned Smith, and Brayden King, “Effect of Organizational Status on Employment-related Corporate Social Responsibility: Evidence from a Regression Discontinuity Approach”, *Revise and Resubmit at Strategic Management Journal*
 - Winner of Best Proposal with Student First Author, Stakeholder Strategy IG SMS 2018
- **Yuan Tian** and Ned Smith, “Paradox of Promoting Diversity in Higher Education”, *Revise and Resubmit at Administrative Science Quarterly*
- **Yuan Tian**, Yang Yang, Adam Pah, and Brian Uzzi, “Media Attention and Terrorist Organizations: Evidence from a Quasi-experiment Design”, in preparation for submission to *Proceedings of the National Academy of Sciences*
- **Yuan Tian**. “Matthew Curse? Organizational Status and Expectation Management in the Financial Market.” *Working paper under revision*.
- **Yuan Tian**. “Causal Effect of Public Status on Scientist: Evidence from a Quasi-experiment Design.” *Working paper under revision*.
- Julia Hur and **Yuan Tian**. “Money Cannot be Green: The Impact of Performance Incentives on Financial Concerns and Sustainability Decisions.” *Working paper under revision*.

WORKS IN PROGRESS

- **Yuan Tian**, “Generalized Trust and Combinatorial Novelty in Science.” *Data collection*

- **Yuan Tian**, Yang Yang, Brian Uzzi, Ben Jones, “Information Intermediaries and Technology Transfer: A Quasi-experiment Design.” *Data analysis*
- Yang Yang, **Yuan Tian**, Brian Uzzi, Ben Jones “Media and Public Access to Science.” *Manuscript in preparation*
- **Yuan Tian**. “Publicity and Biotech Ventures: A Quasi-experiment Design.” *Data collection*

SELECTED ACADEMIC PRESENTATIONS

- **“Media Attention and Terrorist Organizations: Evidence from a Quasi-experiment Design”** (with Yang Yang, Adam Pah, Brian Uzzi)
 - SMS Annual Conference (Minneapolis, MN), Oct 2019
 - Academy of Management Annual Meeting (Boston, MA), Aug 2019
 - International Conference on Computational Social Science (Amsterdam), July 2019
 - Network Science (NetSci) Conference (Burlington, VT), May 2019
- **“Money Cannot be Green: The Impact of Performance Incentives on Financial Concerns and Sustainability Decisions.”** (with Julia Hur)
 - Showcase Symposium, Academy of Management Annual Meeting (Boston, MA), Aug 2019
- **“Media and Public Access to Science”** (with Ben Jones, Brian Uzzi, Yang Yang)
 - INFORMS Annual Meeting (Seattle, WA), Oct 2019
- **“Organizational Status and Employment-related Corporate Social Responsibility: Evidence from a Regression Discontinuity Approach.”** (with Ned Smith, Brayden King)
 - Alliance for Research on Corporate Sustainability Conference (Chapel Hill, NC), June 2019
 - SMS Annual Conference (Paris, France), Sep 2018
 - Wharton People and Organization Conference (Philadelphia, PA), Sep 2018
 - Academy of Management Annual Meeting (Chicago, IL), Aug 2018
 - International Conference on Computational Social Science (Evanston, IL), June 2018
- **“Paradox of Promoting Diversity in Higher Education”** (with Ned Smith)
 - Wharton People and Organization Conference (Philadelphia, PA), Sep 2017
 - Academy of Management Annual Meeting (Atlanta, GA), Aug 2017
 - American Sociological Association Annual Meeting (Philadelphia, PA), Aug 2018
 - European Group for Organizational Studies (Copenhagen, Denmark), July 2017

TEACHING

Teaching Assistant, MBA & EMBA, Kellogg School of Management

- 2016 – 2020 **Strategy Implementation** (by Ned Smith)
- 2019 – 2020 **Leadership in Organizations** (by Brayden King)
- 2017 – 2018 **Strategic Change Management** (by Jillian Chown)
- 2018 – 2018 **Social Dynamics and Network Analysis** (by Dashun Wang)
- 2015 – 2016 **Power in Organizations** (by William Ocasio)
- 2016 – 2016 **Strategic Management in Emerging Markets** (by Susan Perkins)

Teaching Assistant/Instructor, Others

- 2013 – 2013 **Social Research Methods** (by Jane Yi Qin Zhang), Doctoral Seminar, HKUST
- 2013 – 2013 **Behavioral Games** (by Jane Yi Qin Zhang), Undergraduate, HKUST

- 2012 – 2012 **Contemporary China: Continuity and Change** (by David Zweig), TA and Instructor for Tutorials, Undergraduate, HKUST
- 2013 – 2013 **Volunteer Teaching**, Instructor, British International School, Addis Ababa, Ethiopia

PROFESSIONAL SERVICE

- Ad-hoc reviewer for *American Journal of Sociology*; *Academy of Management Annual Meeting*.

HONORS AND AWARDS

Winner of the best proposal with student first author, SMS 2018 Stakeholder Strategy Interest Group
Department Nomination for STR 2019 Dissertation Consortium, Northwestern University
Doctoral Fellowship, Northwestern University
Research Postgraduate Scholarship, HKUST
Dean's Award, HKUST Division of Social Science
First Class Graduation Honors, HKUST
Merit-based Scholarship, HKUST Business School
Excellence in Community Service, Rotary Hong Kong

REFERENCE

Brayden King (co-chair)

Max McGraw Chair in Management and the Environment
Professor of Management & Organizations
Chair of Management & Organizations Department
Northwestern University Kellogg School of Management
b-king@kellogg.northwestern.edu

Ned Smith (co-chair)

Associate Professor of Management and Organizations
Northwestern University Kellogg School of Management
Faculty affiliate, Northwestern Institute for Policy Research & Northwestern Institute on Complex Systems (NICO)
ned-smith@kellogg.northwestern.edu

Brian Uzzi

Richard L. Thomas Professor of Leadership and Organizational Change
Northwestern University Kellogg School of Management
Co-Director
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Jillian Chown

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