

# Shirley Tang

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## ACADEMIC EMPLOYMENT

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### **Bocconi University**

Assistant Professor, Department of Management and Technology Sept 2023 – present  
Research fellow, ICRIOS (Invernizzi Center for Research on Innovation, Organization,  
Strategy, and Entrepreneurship)

## EDUCATION

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**Washington University in St. Louis, Olin Business School** 2018-2023

PhD, Strategy & 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*

- Best Dissertation Award, Industry Studies Association (ISA) 2024
- Finalist, Best Dissertation Award, AOM STR Division 2024
- Finalist, Best Dissertation Award, AOM TIM Division 2024
- Runner-up, INFORMS/Organization Science Best Dissertation Proposal Competition 2022
- SRF Dissertation Grant, Strategic Research Foundation 2022

**Imperial College London, Royal School of Mines** 2016-2017

MSc. in Metals and Energy Finance

[Chevening Scholar](#)

**Chinese University of Hong Kong** 2012-2014

MBA in Finance

**Beijing Foreign Studies University** 2006-2008

MA in Simultaneous Interpretation and Linguistics

**China Foreign Affairs University** 2001-2005

BA in International Relations and English

## WORKING PAPERS

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**Tang, Shirley**, Daniel W. Elfenbein, and Tatenda Pasipanodya. Does Transparency Pay? Multi-stakeholder Initiatives, Self-regulation, and Competitive Advantage in Extractive Industries.

- 2<sup>nd</sup> Revise and Resubmit at *Strategic Management Journal*
- Finalist, 2021 SMS Best Conference Ph.D. Paper Prize

**Tang, Shirley**. The Transparency Dilemma: Environmental Disclosure under the Threat of Technology Expropriation.

- Revise and Resubmit at *Management Science*
- Best Paper in the Stream of Innovation and Entrepreneurship, Industry Studies Association 2023

- Best Student Paper, Technology and Innovation Management Division, Academy of Management 2023

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

**Tang, Shirley**, Daniel W. Elfenbein, and Tatenda Pasipanodya. Symbolic Gestures or Social Impact? The Extractive Industries Transparency Initiative, Corruption Perceptions, and Political Participation in Africa.

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

## **SELECT WORK-IN-PROGRESS**

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A project on chemical sustainability and innovation (with Sharon Belenzon, Alberto Galasso, and Honggi Lee). *Analysis*.

## **CONFERENCE PRESENTATIONS**

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(Not including presentations by co-authors)

The Transparency Dilemma: Environmental Disclosure under the Threat of Technology Expropriation. (previously circulated under the title “Environmental Transparency and Value Appropriation from Innovation: Evidence from US Hydraulic Fracturing”)

- Druid 2024
- Strategy Science Conference 2024, Michigan
- ESMT Berlin Workshop on Computational Chemistry, 2024
- Academy of Management Conference 2023, Boston
- ARCS 2023, Washington DC
- East Coast Doctoral Conference, NYU, 2023
- CCC Doctoral Conference 2022, Toronto
- SMS Conference London 2022, London
- INFORMS/Organization Science Best Dissertation Proposal Competition 2022, Indianapolis

Does Transparency Pay? Multi-stakeholder Initiatives, Self-regulation, and Competitive Advantage in Extractive Industries (presented as “Self-Regulation with Conflicting Stakeholders: Corruption, Disclosure, and Performance in Extractive Industries”)

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

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

- Academy of Management Conference 2024, Chicago (scheduled)
- SMS 2024, Istanbul (scheduled)

Clutch Performers

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

Symbolic Gestures or Social Impact? The Extractive Industries Transparency Initiative, Corruption Perceptions, and Political Participation in Africa (presented as “Does Self-regulation in Multi-stakeholder Initiatives Lead to Desired Social Outcomes?”)

- Academy of Management Conference 2024, Chicago (scheduled)
- SMS Conference 2023, Toronto

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

- Academy of Management Conference 2021 (virtual)

## **TEACHING EXPERIENCE**

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### **Bocconi University**

30060 Management (Strategy and Decision-making modules)—Instructor, 2023

30215 International Business and Management—Instructor, 2024

30622 Management of International Organizations—Course Director and Instructor, 2024

### **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<sup>st</sup> Century (MBA), Teaching Assistant, 2020

Professor Lamar Pierce

Business, Government & Society (MBA), Teaching Assistant, 2020

Professor Tarek Ghani

Corporate Strategy (MBA), Teaching Assistant, 2020

Professor Anne Marie Knott

Strategic Management (EMBA), Teaching Assistant, 2019

Professor Daniel W. Elfenbein

### **Sinopec Management Institute**

Stakeholder Communication, Lecturer, 2015, 2016

## **SERVICE**

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Ad-hoc reviewer:

Academy of Management Annual Conference, Africa Journal of Management, Management Science, Organization & Environment, Strategic Management Journal, Strategic Management Society Conference, Strategy Science

## **GRANTS, AWARDS AND SCHOLARSHIPS**

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Best Dissertation Award, Industry Studies Association (ISA), 2024

Finalist, Best Dissertation Award, AOM TIM Division, 2024

Finalist, Best Dissertation Award, AOM STR Division, 2024  
 Bocconi Junior Research Grant, 2024, €10,000  
 Best Student Paper, Technology and Innovation Management (TIM), Academy of Management Conference, 2023  
 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, \$10,000.  
 Best Ph.D. Paper Finalist, Strategic Management Society, 2021.  
 Doctoral Fellowship, Washington University in St. Louis, 2018-2023.  
 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**

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Deputy Director, Strategy & Business Development, Sinopec Group - Strategy formulation and capital budgeting - Acquisition and divestiture - Belt & Road Initiative-related investment planning and monitoring - LNG negotiation	2017-2018
Team Lead, Global Business Environment, Sinopec International Exploration & Production - SOE country-risk rating system - Social-economic risk assessment framework for M&A	2015-2016
Team Lead, M&A Commercial, Sinopec International Exploration & Production - Cross-border M&A due diligence, negotiations, and stakeholder management. - Completed deals included <a href="#">Addax Petroleum</a> , <a href="#">Devon Energy</a> , <a href="#">Chesapeake</a> , <a href="#">Daylight Energy</a> , <a href="#">Talisman North Sea</a> , <a href="#">Occidental Argentina</a> , <a href="#">ConocoPhillips Syncrude</a> , <a href="#">Galp Brazil</a> , and <a href="#">Asia Pacific LNG</a> , among others. Unsuccessful deals abounded, but they rarely left a trace, except when involving <a href="#">high-profile players</a> or <a href="#">high-stake bids</a> .	2008-2014

## **MEMBERSHIPS**

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Academy of Management; American Economic Association; Association of Environmental and Resource Economists; International Association for Energy Economics; Strategic Management Society

## **PROGRAMMING**

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

## **LANGUAGES**

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Mandarin: Native | English: Proficient | German: Intermediary | Italian: Beginner

## **CERTIFICATIONS**

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

## **REFERENCES**

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### **Bocconi University**

Giada Di Stefano, Associate Professor  
Email: [giada.distefano@unibocconi.it](mailto:giada.distefano@unibocconi.it)

### **SDA Bocconi School of Management**

Olga Annushkina, Associate Professor of Practice in International Management  
Email: [olga.annushkina@sdabocconi.it](mailto:olga.annushkina@sdabocconi.it)

### **Washington University in St. Louis**

Nicholas S. Argyres (Co-advisor), Vernon W. & Marion K. Piper Professor of Strategy  
Email: [argyres@wustl.edu](mailto:argyres@wustl.edu)

Lamar Pierce (Co-advisor), Beverly and James Hance Professor of Strategy  
Email: [pierce@wustl.edu](mailto:pierce@wustl.edu)

Seth Carnahan (Coauthor & Committee member), Associate Professor of Strategy  
Email: [seth.carnahan@wustl.edu](mailto:seth.carnahan@wustl.edu)

Daniel W. Elfenbein (Coauthor & Committee member), Professor of Organization and Strategy  
Email: [elfenbein@wustl.edu](mailto:elfenbein@wustl.edu)

Minyuan Zhao (Committee member), Associate Professor of Strategy  
Email: [minyuan@wustl.edu](mailto:minyuan@wustl.edu)