

## Rui 'Ray' Yang

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### EDUCATION

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Ph.D. in Strategic Management and Organizations	2020 (Expected)
<i>University of California, Riverside</i>	
<i>Dissertation committee: John Haleblan (chair), Ming Leung, Tim Gubler, Haibo Liu, Marlo Raveendran</i>	
M.B.A. in Finance and Entrepreneurship	2013
<i>University of San Diego</i>	
M.A. in Labor Economics	2010
<i>Capital University of Economics and Business, China</i>	
B.A. in Management	2006
<i>Capital University of Economics and Business, China</i>	

### DISSERTATION

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My research employs the mergers and acquisitions context to investigate the dynamism and strategic agency in industry positioning and evolving interfirm networks. In my first dissertation chapter, I examine the manner in which firms use acquisitions to create a more optimal industry position. Drawing on optimal distinctiveness theory, the chapter focuses on the agentic capability of a focal firm in utilizing acquisitions to navigate competitive and institutional environments and increase shareholder evaluations. My second dissertation chapter examines the resource flows in networked environments. By studying the extra-dyadic impact of an acquisition on the market reaction to the acquirer's network neighbors, I theorize that if the ego-network cohesion of the acquirer alliance partner increases from the acquisition, the market will respond positively to the partner because such cohesion increases the diffusion of spillover rents from the acquirer; if an acquisition results in an increased network centrality of an acquirer alliance partner relative to the acquirer, the market will also respond positively to the partner because its relative centrality facilitates the appropriation of relational rents within the alliance.

Paper #1: "Using Acquisitions to Achieve Optimal Distinctiveness"

- *Status: Revise-and-Resubmit at **Academy of Management Journal***

Paper #2: "The Impact of Acquisition on Alliance Network and the Market Evaluations"

- *Status: In preparation for submission to **Academy of Management Journal***

### REFEREED PUBLICATIONS

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**Yang R.**, & Haleblan J. 2019. Acquisition's Impact on Alliance Network and Market's Revaluations on Alliance Partners. ***Academy of Management Best Paper Proceedings***. 2019(1):15836. DOI: 10.5465/AMBPP.2019.136

Mak V, Seale D, Gisches E, **Yang R**, Cheng M, Moon M, & Rapoport A. 2018. The Braess Paradox and Coordination Failure in Directed Networks with Mixed Externalities. ***Production and Operations Management***, 27(4): 717-733.

## MANUSCRIPT UNDER REVIEW

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**Yang R**, Haleblian J, & McNamara G. Using Acquisitions to Achieve Optimal Distinctiveness: Evidence from the U.S. Banking Industry.

- *Revise-and-Resubmit at Academy of Management Journal*
- *2019 Strategic Management Society Annual Conference Best Ph.D. Paper Finalist*

## WORKING PAPERS

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**Yang R**, Haleblian J, & Leung M. The Impact of Acquisition on Changing Alliance Network and the Market Evaluations.

- *In Preparation for Submission to Academy of Management Journal*
- *2019 Academy of Management Annual Conference Best Paper Proceedings*

**Yang R**, Haleblian J, & Jiang H. 'Chaperon', 'Shark', and Startup: Venture Capital's Multi-layer Embeddedness and Venture Exit Mode. (*Writing & Additional Data Analysis*)

**Yang R**. Identity Consistency as a Signal of Resource Autonomy in Acquisitions. (*Writing*)

**Yang R**. Affiliation Network and Value Transfer in Acquisitions: Market Reactions to the Acquisitions of VC-backed Technology Startups. (*Writing*)

**Yang R**. 'Secret Weapon' and 'Public Face': Startups' Strategic Labeling of Technology Categories and Funding Performance. (*Writing*)

Xia J & **Yang R**. Institutional Distances and Cross-border Divestitures. (*Writing & Data Analysis*)

## CONFERENCE PRESENTATIONS

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**Yang, R.** & Haleblian, J. The Impact of Acquisition on Changing Alliance Network. *Academy of Management Annual Conference*, 2019. Boston, MA.

**Yang, R.** Using Acquisitions to Achieve Optimal Distinctiveness. *Strategic Management Society Annual Conference*, 2019. Minneapolis, MN.

**Yang, R.** Value Transfer in Acquisitions: Signaling from Target Firms' Common-investor Network. *Academy of Management Annual Conference*, 2018. Chicago, IL.

**Yang, R.** & Zheng, C. Balancing the Tradeoff or Stuck in the Middle? the Distinction of the 'Distinctiveness'. *Academy of Management Annual Conference*, 2018. Chicago, IL.

**Yang, R.** Balance of Power in Social Defense as the Determinants of Venture Exit Route. *Strategic Management Society Annual Conference*, 2017. Houston, TX.

**Yang, R**, Haleblian J, & McNamara G. Achieving Optimal Distinctiveness through Acquisitions. 'Optimal Distinctiveness' Roundtables. *Academy of Management Annual Conference*, 2017. Atlanta, GA.

**Yang, R.** Acquire to Balance: The Effect of Positional Imbalance on Acquisition Behavior. *Academy of Management Annual Conference*, 2017. Atlanta, GA.

**Yang, R.** Cross-industry Competitive Dynamics: Incumbents' Defensive Capabilities. *Strategic Management Society Annual Conference*, 2015. Denver, CO.

**HONORS/AWARD**


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Academy of Management (AOM) Best Paper	2019
Strategic Management Society (SMS) Best PhD Paper Finalist	2019
Dissertation Year Grant, University of California, Riverside	2019
Innovation and Entrepreneurship Award (UCR Office of Technology Partnerships)	2019
School of Business Scholarship, University of California, Riverside	2019
Amnon Rapoport Endowed Ph.D. Research Award	2018
Doctoral Fellowship, University of California, Riverside	2014 – 2019
Dean's Scholarship, University of San Diego	2011 – 2013
Best Graduate Thesis, Capital University of Economics and Business	2010
HRA Scholarship (by Association of Foreign and Chinese Enterprises)	2009
Graduate Research Scholarship, Capital University of Economics and Business	2009

**CONSORTIA/WORKSHOPS**


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Paper Development Workshop, '*Stakeholders, Partnerships, and Competitive Advantage*', **Strategic Management Society Annual Conference**, 2019. Minneapolis, MN.

STR Dissertation Consortium, **Academy of Management Annual Conference**, 2019. Boston, MA.

STR Doctoral Consortium, **Academy of Management Annual Conference**, 2018. Chicago, IL.

**TEACHING EXPERIENCE**


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Teaching Assistant of BUS109 Strategic Management at UCR	2015 – 2018
Teaching Assistant of BUS103 Marketing and Distribution Management at UCR	2018 – 2019

**Teaching Evaluation:** 6.2/7 (Spring 2019)

**Teaching Interests:** *Strategy, Entrepreneurship, Organizational Theory, Business Analytics*

**ACADEMIC MEMBERSHIPS**


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Academy of Management

Strategic Management Society

Institute for Operations Research and the Management Sciences

**NON-ACADEMIC EXPERIENCE**


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Co-founder and President, R'nalytics Data Science Club, UC Riverside	2016 – 2019
Partner, HT Wealth Investment Partners, LLC.	2012 – 2014
Program Manager, China-US Business Summit. Inc.	2013 – 2014
Consultant, Ympetus, LLC.	2011 – 2012

## TECHNICAL SKILLS

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Data analytic skills (*datacamp* certifications):

- R: Data Scientist ([#31424](#)); Programmer ([#11424](#)); Big Data Analytics ([#53704](#))
- Python: Data Scientist ([#51015](#)); Programmer ([#11763](#)); Machine Learning ([#51851](#))

Programming skills:

- R, Python, Shell, SQL, Git, HPC Cluster, AWS (EC2/EMR).

R packages developed:

- “regrrr”: package for compiling/visualizing regression results  
[CRAN.R-project.org/package=regrrr](https://CRAN.R-project.org/package=regrrr)
- “MMeM”: package for multivariate mixed-effects modeling  
[CRAN.R-project.org/package=MMeM](https://CRAN.R-project.org/package=MMeM)

Python package developed:

- “plnlp”: package for keyword recognition and text pre-processing  
<https://pypi.org/project/plnlp>

## REFERENCES

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John Helablian (Dissertation Chair)  
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University of California, Riverside  
(951)827-4846  
[john.helablian@ucr.edu](mailto:john.helablian@ucr.edu)

Gerry McNamara  
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Michigan State University  
(517)432-5527  
[mcnamara@broad.msu.edu](mailto:mcnamara@broad.msu.edu)

Ming Leung  
Associate Professor of Management  
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Jun Xia  
Associate Professor of Management  
University of Texas, Dallas  
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