

## Rui 'Ray' Yang

Anderson Graduate School of Management  
University of California, Riverside  
900 University Ave, Riverside, CA 92521

(619) 519-3713  
rui.yang@email.ucr.edu  
www.yang.management

### EDUCATION

---

Ph.D. in Strategic Management and Organizations	2020
<i>University of California, Riverside</i>	
<i>Dissertation committee:</i> John Haleblian (chair), Ming Leung, Tim Gubler, Haibo Liu, Marlo Raveendran	
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</i>	
B.A. in Management	2006
<i>Capital University of Economics and Business</i>	

### DISSERTATION

---

My research investigates the strategic agency and market valuation of transformative actions in industry positioning (Chapter 1) and networked innovation ecosystems (Chapter 2).

- In my first dissertation chapter, I examine the manner in which firms utilize acquisitions to create a more optimal industry positioning. Drawing on optimal distinctiveness theory, the chapter focuses on the agentic capability of an acquirer to navigate competitive and institutional environments and enhance firm market valuation.
- 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 acquirer's alliance partners, I theorize that a firm's market value is a function of the external resource connections, which are under the influence of an alliance partner's resource combination.

For each chapter, I developed one main paper and two additional studies in my research pipeline.

- *Paper #1*: "Achieving Optimal Distinctiveness through Resource Recombination"
- *Paper #2*: "The Influence of Resource Combination on Resource Connections"

### REFEREED PUBLICATIONS

---

**Yang R.**, & Haleblian 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.

## WORKING PAPERS

---

**Yang R**, Haleblian J, & McNamara G. Achieving Optimal Distinctiveness through Resource Recombination

- **Strategic Management Society (2019)** Annual Conference *Best Ph.D. Paper Finalist*
- **Strategic Management Society (2019)** Corporate Strategy *Best Paper Runner-up*

**Yang R**, Haleblian J, & Leung M. the Market Valuation Effect of Resource Combination on Resource Connections. (**Academy of Management Best Paper Proceedings**)

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

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

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

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

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

## AOM/SMS CONFERENCE PAPERS

---

**Yang, R**. Managing Technological Coherence and Institutional Conformity in Acquisitions. **Strategic Management Society Annual Conference**, 2020. Virtual Conference.

**Yang, R**. Identity Consistency as a Signal of Resource Autonomy. **Academy of Management Annual Conference**, 2020. Virtual Conference.

**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 Technology Acquisitions: Signaling from Startups' 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.

**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 and Incumbents' Defensive Capabilities. **Strategic Management Society Annual Conference**, 2015. Denver, CO.

## HONORS/AWARDS

---

Best Paper Proceedings, Academy of Management (AOM)	2019
Best PhD Paper Finalist, Strategic Management Society (SMS)	2019
Best Paper Runner-up, Strategic Management Society (SMS, Corporate Strategy IG)	2019
Dissertation Year Grant, University of California, Riverside	2019
Innovation and Entrepreneurship Award (UCR Office of Technology Partnerships)	2019
AGSM Scholarship, School of Business, 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

---

Paper Workshop, *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.

## ACADEMIC MEMBERSHIP

---

Academy of Management (since 2015)  
 Strategic Management Society (since 2015)  
 Institute for Operations Research and the Management Sciences (since 2017)

## TEACHING EXPERIENCE

---

Teaching Assistant of Strategy and Marketing at University of California, Riverside 2015 – 2019  
 Teaching Evaluation: 6.2/7 (Spring 2019)  
 Teaching Interests: *Strategic Management, Entrepreneurship/Innovation, Organization Theories*

## NON-ACADEMIC EXPERIENCE

---

President, R'nalytics Data Science Club (Innovation Award by UCR OTP)	2016 – 2019
Co-founding Partner and Fund Manager, HT Wealth Investment Partners, LLC.	2012 – 2014
Program Manager, China-US Business Summit. Inc.	2013 – 2014
Management Consultant, Ympetus, LLC.	2011 – 2012

## TECHNICAL SKILLS

---

Data skills (selected certifications):

- Big Data (w/ R: *Datacamp #53704*)
- Data Scientist (w/ R: *Datacamp #31424*; w/ Python: *Datacamp #51015*)
- Machine Learning Scientist (w/ Python: *Datacamp #149839*)
- Machine Learning for Investment Specialization (*Coursera #PU99G8N5VRH4*)
- Artificial Intelligence for Trading Nanodegree (*Udacity #2HAUWELZ*)
- Deep Learning Specialization (*Coursera #5N4W656M78VW*; *Datacamp #159833*)

Programing skills:

- R, Python, Scala, Shell, SQL, Git, HPC, AWS.

Open-source contributions (R/Python packages):

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

## REFERENCES

---

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

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

Ming Leung  
Associate Professor of Management  
University of California, Irvine  
(917)476-7698  
[mdleung@uci.edu](mailto:mdleung@uci.edu)

Jun Xia  
Associate Professor of Management  
University of Texas, Dallas  
(972)883-5868  
[jun.xia@utdallas.edu](mailto:jun.xia@utdallas.edu)