

## Rui 'Ray' Yang

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

(951) 827-3664  
[rui.yang@email.ucr.edu](mailto:rui.yang@email.ucr.edu)  
[www.yang.management](http://www.yang.management)

### Education

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Ph.D. in Strategic Management	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, China</i>	
B.A in Management	2006
<i>Capital University of Economics and Business, China</i>	

### Research Interests

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Strategic positioning; Organizational identity; Strategic network;  
Mergers and acquisitions (M&As/Divestures); Strategic alliance; Venture capital and startups

### Working Papers

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- [7] **Yang R**, Haleblian J, & McNamara G. Using acquisitions to achieve optimal distinctiveness: evidence from the U.S. banking industry.
- 2019 SMS Best Ph.D. Paper Finalist; Revise-and-Resubmit at AMJ
- [6] **Yang R**, Haleblian J, & Leung M. The impact of acquisition on changing alliance network and the market evaluations.
- 2019 AOM Best Paper; In Preparation for Submission to AMJ
- [5] **Yang R**, Haleblian J, & Jiang H. 'Chaperon', 'shark', and startup: venture capital's multi-layer embeddedness and venture exit mode.
- [4] **Yang R**. Identity consistency as a signal of resource autonomy in acquisitions: evidence from the U.S. banking industry.
- [3] **Yang R**. Affiliation network and value transfer in acquisitions: market reactions to the acquisitions of VC-backed technology startups.
- [2] **Yang R**. 'Secret weapon' and 'public face': startups' labeling strategy of technology categories and funding performance.
- [1] Xia J & **Yang R**. National differences, institutional distance, and cross-border divestures.

### Published Work

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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.

## Conference Presentations/Proceedings

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- [8] **Yang, R.** & Haleblan, J. The impact of acquisition on changing alliance network. *Academy of Management Annual Meeting*, 2019. Boston, MA.
- [7] **Yang, R.** [Using acquisitions to achieve optimal distinctiveness.](#) *Strategic Management Society Annual Meeting*, 2019. Minneapolis, MN.
- [6] **Yang, R.** [Value transfer in acquisitions: signaling from target firms' common-investor network.](#) *Academy of Management Annual Meeting*, 2018. Chicago, IL.
- [5] **Yang, R.** & Zheng, C. [Balancing the tradeoff or stuck in the middle? the distinction of the 'distinctiveness'.](#) *Academy of Management Annual Meeting*, 2018. Chicago, IL.
- [4] **Yang, R.** Balance of power in social defense as the determinants of venture exit route. *Strategic Management Society Annual Meeting*, 2017. Houston, TX.
- [3] **Yang, R.**, Haleblan J, & McNamara G. Achieving optimal distinctiveness through acquisitions. 'Optimal Distinctiveness' PWD Roundtables. *Academy of Management Annual Meeting*, 2017. Atlanta, GA.
- [2] **Yang, R.** [Acquire to balance: The effect of positional imbalance on acquisition behavior.](#) *Academy of Management Annual Meeting*, 2017. Atlanta, GA.
- [1] **Yang, R.** Cross-industry competitive dynamics: incumbents' defensive capabilities. *Strategic Management Society Annual Meeting*, 2015. Denver, CO.

## Ph.D. Consortia/Workshops

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- STR Dissertation Consortium, *Academy of Management Annual Meeting*, 2019. Boston, MA.
- STR Doctoral Consortium, *Academy of Management Annual Meeting*, 2018. Chicago, IL.

## Honors/Awards

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Academy of Management (AOM) Best Paper Proceedings	2019
Strategic Management Society (SMS) Best PhD Paper Nominee	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

## 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
<b>Teaching Evaluation:</b> 6.2/7; <b>Teaching Interests:</b> <i>Strategy, Entrepreneurship, Business Analytics</i>	

## 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](#))

Programing 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>)

## 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

## References

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