

Rui 'Ray' Yang

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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

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 Nominee; 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

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

- [8] **Yang, R.** & Haleblian, 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.**, Haleblian 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

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

Technical Skills

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)
- “MMeM” (package for multivariate mixed-effects modeling, 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

[John Helablian](#) (Dissertation Chair)
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 University of California, Riverside
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[Gerry McNamara](#)
 Professor of Management
 Michigan State University
 (517)432-5527
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[Ming Leung](#)
 Associate Professor of Management
 University of California, Irvine
 (917)476-7698
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[Jun Xia](#)
 Associate Professor of Management
 University of Texas, Dallas
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