Rui 'Ray' Yang

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Education

Ph.D. in Strategic Management 2020
University of California, Riverside
Dissertation committee: John Haleblian (chair), Ming Leung, Tim Gubler, Haibo Liu, Marlo Raveendran

M.B.A. in Finance and Entrepreneurship 2013
University of San Diego

M.A. in Labor Economics 2010
Capital University of Economics and Business, China

B.A in Management 2006
Capital University of Economics and Business, China

Research Interests

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

Working Papers

[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; Under Review 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 Proceedings*

[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

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

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:** *Strategy, Entrepreneurship, Business Analytics*

Technical Skills

Data analytic skills (*Datacamp* certifications):
- R: Data Scientist ([#31424](#)); Programmer ([#11424](#)); Big Data Analytics ([#53704](#))
- Python: Data Scientist ([#51015](#)); Programmer ([#11763](#)); Machine Leaning ([#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

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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Gerry McNamara
Professor of Management
Michigan State University
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University of Texas, Dallas
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