

MENG XU

Department of Management, Terry College of Business, University of Georgia
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mengxu@uga.edu

<https://mengxu-readme.github.io/>

EDUCATION

The University of Georgia, Terry College of Business

PhD in Strategy and Entrepreneurship

Expected 2028

Georgia Institute of Technology, Scheller College of Business

MBA, Business Analytics

2020

The University of Georgia, Terry College of Business

BBA in Risk Management and Insurance

2013

RESEARCH INTERESTS

I study how firms and top executives are evaluated under uncertainty by multiple stakeholders, how they interpret and respond to these evaluations, and how these processes shape strategic decision-making and organizational outcomes. I also conduct methods research that develops and evaluates new empirical approaches for strategy research.

Behavioral strategy; corporate governance; research methods

WORKS IN PROGRESS

Xu, M. & Quigley, T. **CEO Succession planning.** Under review at Strategic Management Journal

Xu, M., Blagoeva, R., Benischke, M., & Withers. **CEO power and job protection.** In preparation for submission. Target journal: Organization Science

Arjmandi, H., Quigley, T., & Hyde, S., **Xu, M.** **Machine learning synthetic data method.** Data analysis in progress. Target journal: Strategic Management Journal

CONFERENCE PRESENTATIONS

Xu, M., Herat, H., Hyde, S., & Quigley, T. The Machine Learning Data Dilemma in Strategy Research: Building Reliable Models Without Consuming All Data. *Strategic Management Society Annual Conference*, San Francisco, CA, 2025

- *Nominated for SMS Annual Conference Research Methods Paper Prize*

Lee, E., **Xu, M.**, Quigley, T., & Graffin, S. Crisis vs. Ordinary Succession: Toward a Multidimensional View of CEO Succession Planning. *Strategic Management Society Annual Conference*, San Francisco, CA, 2025

Xu, M., Blagoeva, R., Benischke, M., & Withers, M. From Power to Influence: How CEO Power and Personality Configurations Prevent Dismissal. *Academy of Management Annual Meeting*, Copenhagen, Denmark, 2025

Lee, E., **Xu, M.**, Quigley, T., & Graffin, S. Crisis vs. Ordinary Succession: Toward a Multidimensional View of CEO Succession Planning. *Academy of Management Annual Meeting*, Copenhagen, Denmark, 2025

Xu, M., Blagoeva, R., Benischke, M., & Withers, M. From Potential to Materialization: The Configurational Effect of CEO Power and Personality on CEO Non-dismissal. *International Corporate Governance Society Annual Conference*, Tempe, AZ, 2024

Xu, M., Blagoeva, R., Benischke, M., & Withers, M. From Potential to Materialization: The Configurational Effect of CEO Power and Personality on CEO Non-dismissal. *Strategic Management Society Annual Conference*, Istanbul, Turkey, 2024

CONFERENCE SERVICE

Organizer. PhD Circle LIVE Student Networking Lunch. *Strategic Management Society Annual Conference*, San Francisco, CA, 2025

Organizer. PhD Student Coffee Meet-up. *Strategic Management Society Annual Conference*, San Francisco, CA, 2025

Moderator. What Happens Around Leadership Transitions? CEO Succession, Executive Profiles, and CEO Evaluations. *Academy of Management Annual Meeting*, Copenhagen, Denmark, 2025

SELECTED WORKSHOPS

SL&G Paper Development Workshop. *SMS Annual Conference*, 2024, 2025

OMT PhD Student Professional Development Workshop. *AOM Annual Meeting*, 2025

Paper Development Workshop. *ICGS Annual Conference*, 2024

QCA Professional Development Workshop. *AOM Annual Meeting*, 2024

AMJ Paper Development Workshop. *AOM*, 2023

PROFESSIONAL SERVICE

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| PhD Circle Champion, Strategic Management Society | 2025 - 2027 |
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| PhD Representative, CARMA | 2025 - 2026 |
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| Ambassador, Academy of Management STR Division | 2023 & 2024 |
| Reviewer, International Corporate Governance Society Annual Conference | 2024 |
| Reviewer, Academy of Management Annual Conference | 2024 - present |

TEACHING EXPERIENCE

Instructor

University of Georgia

MGMT 5560 International Strategic Management, Fall 2025, Average Rating: 4.9/5.0

Mercer University

BA 631 Visual Reporting and Communication, Fall 2020

Teaching Assistant

University of Georgia

MGMT 3000 Principles of Management, Fall 2023 & Spring 2024

Georgia Institute of Technology

MGT 2210 Information Systems and Digital Transformation, Spring 2020

GRANTS

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| International Corporate Governance Society (ICGS) Doctoral Travel Grant \$2,000 | 2024 |
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NON-ACADEMIC PROFESSIONAL EXPERIENCE

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| Senior Product Manager, Equifax, Atlanta GA | 2021 - 2022 |
| Senior Marketing Strategy Analyst, UPS, Atlanta GA | 2020 - 2021 |
| Account Executive, Builders, Atlanta GA | 2014 - 2018 |

TECHNICAL SKILLS

Methods & Analytics: applied econometrics; machine learning; natural language processing; LLM-based modeling

Data Engineering & Scale: relational databases & querying; API integration; web crawling, scraping, & parsing; large-scale data processing (TB-scale); GPU-enabled computing

Programming, Platforms & Tools: Python; R; Stata; SQL; Shell; DuckDB; vLLM; CUDA; Tableau; Power BI