

## MENG XU

Department of Management, Terry College of Business, University of Georgia  
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<https://mengxu-readme.github.io/>

### EDUCATION

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#### 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

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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

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**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

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**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**

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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**

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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**

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

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