

## Muhan Zhang

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### Academic Appointment and Employment

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<b>The Chinese University of Hong Kong</b>	Hong Kong
2024 -      Assistant Professor in Management	

### Education

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<b>The Pennsylvania State University</b>	University Park
2019 - 2024    Ph.D. in Business Administration	
Concentration: Strategy and Organization Theory	

<b>London School of Economics and Political Science</b>	London
2017 - 2018    MSc. Social Research Methods (with distinction)	

<b>Nankai University</b>	Tianjin
2013 - 2017    Bachelor of Business Administration	

### Research Interests

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- ESG
- Strategic Leadership
- Social Movements

### Publications

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[2] **Muhan Zhang**, Forrest Briscoe, & Mark DesJardine. 2023. “Corporate Boards with Street Smarts? How Diffuse Street Protests Indirectly Shape Corporate Governance.” *Administrative Science Quarterly*, 68(4), 1056-1093.

[1] Mark DesJardine, **Muhan Zhang**, & Wei Shi. 2023. “How Shareholders Impact Stakeholder Interests: A Review and Map for Future Research.” *Journal of Management*, 49(1): 400–429.

- #1 [most-read](#) paper published by the *Journal of Management* since 2022 (accessed Dec, 2023).

### Work in Progress (exact titles excluded to preserve blind review process)

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Muhan Zhang, Mark DesJardine and Forrest Briscoe. [Street Protests and Corporate Diversity Actions]

- R&R at the *Administrative Science Quarterly*
- Winner, *Best Paper Award*, 2023 Alliance for Research on Corporate Sustainability (ARCS) Annual Conference

Muhan Zhang. "Bottom-Up Governance: Employee Disapproval of CEOs as a Constraint on Managerial Discretion." Writing. *Target: Academy of Management Journal*

Muhan Zhang. "Distinguishing Everyday Employee Resistance from Activism: A Theory on the Emergence of Two Forms of Employee Dissent in Oppressive Environments." Writing. *Target: Academy of Management Review*

## Teaching Experience

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Instructor at Smeal College of Business, Penn State University:

Fall 2022: MGMT 481: Global Strategic Management (Undergraduate Level)  
Class size: 39  
Teaching evaluation: 6.5/7.0

Fall 2021: MGMT 471: Strategic Management (Undergraduate Level)  
Class size: 35  
Teaching evaluation: 6.6/7.0

## Research Grants

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1. The Africana Research Center Research Grant (\$1,000, with Forrest Briscoe and Mark DesJardine), Penn State University (2021)
2. Smeal Sustainability Research Grant (\$7,750, with Forrest Briscoe and Mark DesJardine), Penn State University (2021)
3. Smeal Small Research Grant (\$2,000, with Forrest Briscoe and Mark DesJardine), Penn State University (2021 Spring)
4. M&O Summer Research Funding (\$11,847), Penn State University (2020-2023)

## Awards & Honors

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1. Jeanne and Charles Rider Graduate Fellowship, Penn State University (2023)
2. Best Paper Award, Alliance for Research on Corporate Sustainability (ARCS) Annual Conference (2023)
3. Above and Beyond the Call of Duty (ABCD) award, OMT Division, Academy of Management (2022)
4. Management and Organizational Excellence Enhancement Fund, Penn State University (2020-2023)
5. Outstanding Student, Nankai University (2017)
6. The Scholarship of Public Interests and All-round Capability, Nankai University (2015, 2016)
7. Full Tuition Scholarship, Duke Kunshan University (2016)

## Conference Presentations, Symposium, and Workshops

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### Symposium & PDWs Organizer:

"OMT & DEI Intersect: Performing Research and Publishing on Organization and Diversity, Equity, and Inclusion." Academy of Management Annual Conference. (Chicago, 2024)

"Top Down and Bottom Up: Connecting Strategic Leadership and Employees." Academy of Management

Annual Conference. (Boston, 2023)

- Showcase Symposia (top 10% of symposia accepted)

**Workshops and Consortium:**

2023 OMT Doctoral Consortium, AOM Annual Conference (Boston, 2023)

Social Movements, Stakeholders, and Nonmarket Strategy PDW, AOM Annual Conference (Boston, 2023)

STR Doctoral Consortium, AOM Annual Conference (Virtual, 2022)

Stakeholder Strategy Panel & Paper Development Workshop, SMS Annual Conference (Virtual, 2021)

**Paper Presentations:**

“Distinguishing Everyday Employee Resistance from Activism: A Theory on the Emergence of Two Forms of Employee Dissent in Oppressive Environments.”

Penn State M&O Department (State College, 2024)

“Bottom-Up Governance: Employee Disapproval of CEOs as a Constraint on Managerial Discretion”

Penn State M&O Department (State College, 2024)

Symposium presenter, AOM Annual Conference (Boston, 2023)

“Community Protest, Violence, and Business Support for a Social Activist Cause: Evidence from BLM Protests and Corporate Diversity Actions After George Floyd”

Symposium presenter, AOM Annual Conference (Boston, 2023)

The Alliance for Research on Corporate Sustainability (DC, 2023)

Northwestern University Future of Activism Research Workshop (Chicago, 2023)

Penn State Social Movement Reading Group (State College, 2022)

Penn State M&O Department (State College, 2022)

Cornell University (Ithaca, 2023) \*

University of Michigan (Ann Arbor, 2023) \*

EGOS Colloquium (Italy, 2023) \*

“Corporate Boards with Street Smarts? How Diffuse Street Protests Indirectly Shape Corporate Governance.”

AOM Annual Conference, OMT division (Seattle, 2022)

Penn State Sustainability Research Seminar (State College, 2022)

Penn State M&O Department ORG Seminar (State College, 2021)

Penn State Social Movement Reading Group (State College, 2021)

The Alliance for Research on Corporate Sustainability Annual Conference (DC, 2023) \*

IACMR Research Seminar Series (Virtual, 2023) \*

MIT Institute for Work and Employment (Boston, 2022) \*

Madrid Work and Organizations Workshop (Spain, 2022) \*

\* Presented by coauthor

**Professional Services and Activities**

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**Reviewing: Journals**

Ad Hoc Reviewer, *Strategic Management Journal*, *Organization Science*, *Management and Organization Review*, *Organization & Environment Review*

**Reviewing: Conferences**

Academy of Management Annual Conference  
Strategic Management Society Annual Conference

**Volunteers**

Ph.D. Student Volunteers, OMT Divisions, Annual Meeting of the Academy of Management (2022)

**Professional memberships**

AOM, SMS, ARCS, IACMR

**Selected Media Mentions**

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How to Attract the Right Shareholders? August 08, 2023. Harvard Business Review.

<https://hbr.org/2023/08/how-to-attract-the-right-shareholders>

Protests Matter to Companies. Spring, 2024. Stanford Social Innovation Review.

<https://ssir.org/articles/entry/womens-march-protests-corporate-boards>