

***Lei Zhang***  
Associate Professor  
Marketing Department  
Muma College of Business  
University of South Florida  
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### **Academic Employment:**

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Associate Professor of Strategy and Entrepreneurship	<i>2018-Present</i>
Assistant Professor of Strategy and Entrepreneurship University of South Florida	<i>2011-2018</i>

### **Education:**

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Ph.D. in Strategic Management, University of Maryland, MD	<i>2011</i>
M.A. in Economics, Shanghai Institute of Foreign Trade, China	<i>2001</i>
B.A. in Economics, Yantai University, China	<i>1998</i>

### **Research Interests:**

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Entrepreneurship  
Interorganizational Relationships/Networks/Alliances  
Innovation

### **Awards and Honors:**

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- Muma College of Business Summer Research Award, 2018
- Finalist for Academy of Management OMT Best Entrepreneurship Paper Award, 2017
- Academy of Management Annual Conference Best Paper, 2017
- Best Reviewer, Southern Management Association Annual Conference, 2016
- Academy of Management Annual Conference Best Paper, 2016
- Academy of Management Annual Conference Best Paper, 2015
- Dean's Research Grant, 2015
- Academy of Management OMT Division Junior Faculty Consortium, 2014
- Academy of Management Annual Conference Best Paper, 2012
- Academy of Management ENT Division Junior Faculty Consortium, 2012
- CIBER Travel Award, University of Maryland, 2010

- Academy of Management BPS Doctoral Consortium, Invited Participant, Montreal, Canada, 2010
- Goldhaber Travel Grant, Graduate School, University of Maryland College Park, 2010
- Dingman Research Fellow, R. H. Smith Business School, University of Maryland, 2010
- Nominated for Best Conference Paper Award, Strategic Management Society Annual Conference, Rome, Italy, 2010
- Dingman Entrepreneurship Center Best Working Paper Award (first place), University of Maryland, 2010
- Academy of Management OMT Doctoral Consortium, Invited Participant, Anaheim, CA, 2008
- Distinguished Teaching Assistant Award (for teaching excellence as an instructor) at the University of Maryland, 2008

### **Peer-Reviewed Publications**

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- Zhang, Lei & Isin Guler. (Forthcoming). How to Join the Club: Patterns of Embeddedness and Addition of New Members to Interorganizational Collaborations. *Administrative Science Quarterly*.
- Zhang, Lei (Forthcoming), Founders Matter! Serial Entrepreneurs and Venture Capital Syndicate Formation. *Entrepreneurship Theory and Practice*
- Zhang, Lei, Anil K. Gupta, & Ben L. Hallen (2017), The Conditional Importance of Prior Ties: A Group-Level Analysis of Venture Capital Syndication. *Academy of Management Journal*, 60(4), 1,360-1,386.
- Zhang, Lei, Jing Zhang, & Justin Tan (2017), Network Structure, Partner Features and Performance: Evidence from Venture Capital Syndicates. *Academy of Management Best Paper Proceedings*.
- Yang, Yi, Tianxu Chen, & Lei Zhang (2016), Corporate Venture Capital Program Autonomy, Corporate Investor's Attention and Portfolio Diversification. *Journal of Strategy and Management*, 9(3), 302-321.
- Zhang, Lei (2016), Do I Have a Say In It? Founders' Role in Venture Capital Syndicate Formation. *Academy of Management Best Paper Proceedings*.
- Zhang, Lei & Justin Tan (2015), The Influence of VC Syndicate on Startup Company Performance: A Network Structure Perspective. *Frontiers of Entrepreneurship Research*, 35(1), 6-13.
- Zhang, Lei & Guler Isin (2015), Evolution of Venture Capital Syndicates Over Rounds: Who May Be the New Comer? *Academy of Management Best Paper Proceedings*.

- Zhang, Lei (2012), The Importance of Group Context in Network Formation. *Academy of Management Best Paper Proceedings*.

## **Working Papers**

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- Zhang, Lei, Jing Zhang, & Justin Tan. Venture Capital Syndicate Structure and Company Performance.
- Zhang, Lei. Are Indirect Ties Always Helpful in Partnership Formation?
- Zhang, Lei. Uncertainty Avoidance and Effective Experiential Learning: The Case of New Venture Internationalization.
- Zhang, Lei & Alex Makarevich. Breaking in Together: Partnership Formation Patterns of New Market Entrants in the Venture Capital Industry.

## **Conference Presentations and Invited Talks:**

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- Zhang, Lei. Partner Selection in Venture Capital Investment in New Domains, *Academy of Management Annual Meeting*, Chicago, IL, 2018
- Zhang, Lei & Alex Makarevich. Market Entry Through Partnerships: The Case in the Venture Capital Industry. Presented at the *Southern Management Association Annual Conference*, St. Pete Beach, FL, 2017.
- Zhang, Lei, Jing Zhang, & Justin Tan. Network Structure, Partner Features and Performance: Evidence from Venture Capital Syndicates. Presented at the *Academy of Management Annual Conference*, Atlanta, GA, 2017.
- Zhang, Lei & Alex Makarevich. Breaking in Together: How Venture Capital Firms Enter New Markets. Presented at the *Academy of Management Annual Conference*, Atlanta, GA, 2017.
- Zhang, Lei. Do I Have a Say In It? The Founders' Role in Venture Capital Syndicate Formation. Presented at the *Academy of Management Annual Conference*, Anaheim, CA, 2016.
- Quan, J., Z. Lin, L. Zhang, M. Jiang, M., & J. Xia. Environmental Configurations of R&D Strategies: A Dependence Explanation of Innovation Performance. Presented at the *International Association for Chinese Management Research*, Hangzhou, CN, 2016.
- Zhang, Lei & Isin Guler. Evolution of Venture Capital Syndicates over Rounds: Who May Be The New Comer? Presented at the *Academy of Management Annual Conference*, Vancouver, CA, 2015.
- Zhang, Lei. Are Indirect Ties Always Helpful in Partnership Formation? Presented at the *Academy of Management Annual Conference*, Vancouver, CA, 2015.
- Zhang, Lei. Do I Have a Say In It? Founders' Role in Venture Capital Syndicate Formation. Presented at the *Babson College Entrepreneurship Research Conference*, Babson Park, MA, 2015.

- Zhang, Lei & Justin Tan. The Influence of VC Syndicate Density and Structure Hole on Startup Company Performance. Presented at the *Babson College Entrepreneurship Research Conference*, Babson Park, MA, 2015.
- Zhang, Lei. Are Indirect Ties Always Helpful for Partnership Formation? Presented at the *Southern Management Association Annual Meeting*, Savannah, GA, 2014.
- Zhang, Lei. When to Meet New Friends. Presented at the *Academy of Management Annual Meeting*, Orlando, FL, 2013.
- Zhang, Lei. The Importance of Group Context in Network Formation. Presented at the *Academy of Management Annual Meeting*, Boston, MA, 2012.
- Zhang, Lei. The Influence of VC Syndicate Density on Startup Company Performance. Presented at the *Academy of Management Annual Meeting*, Boston, MA, 2012.
- Zhang, Lei. A Group Perspective in Network Formation: How Venture Capital Syndicates Form. Invited talk, *Harvard Business School*, 2011.
- Zhang, Lei. A Group Perspective in Network Formation: How Venture Capital Syndicates Form. Invited talk, *London Business School*, 2011.
- Zhang, Lei. A Group Perspective in Network Formation: How Venture Capital Syndicates Form. Presented at the *INSEAD Network Evolution Conference*, Fontainebleau, France, October, 2010.
- Zhang, Lei. When Do Unfamiliar Firms Come Together? Presented at the *Strategic Management Society Annual Meeting*, Rome, Italy, September, 2010.
- Zhang, Lei. The Effect of Power Diffusion on Acquisition. Presented at the *Strategic Management Society Annual Meeting*, Washington DC, 2009.
- Zhang, Lei. It Depends: The Experience Effect Revisited. Presented at the *Academy of Management Annual Meeting*, Anaheim, CA, 2008.
- Zhang, Lei. Reshuffling: Strategic Group Mobility and Dynamic Capabilities. Presented at the *Academy of Management Annual Meeting*, Anaheim, CA, 2008.
- Zhang, Lei & Kislaya Prasad. Balancing Exploration and Exploitation: A Dynamic Perspective. Presented at the *Strategic Management Society Annual Meeting*, Cologne, Germany, 2008.
- Zhang, Lei, & Ronda Reger. The Reputation Trap: The Effect of Reputation on Ambidexterity. Presented at the *Strategic Management Society Annual Meeting*, Cologne, Germany, 2008.
- Zhang, Lei Reputation: Could It Be Bad? Presented at the *Academy of Management Annual Meeting*, Philadelphia, PA, 2007.

## **Teaching Interests:**

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Strategic Management/Business Policy

Entrepreneurship

Global Strategy

General Management

### **Teaching Experience:**

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- Advanced Topics in Entrepreneurship, University of South Florida, 2011-Present.
- Strategic Entrepreneurship, University of South Florida, 2012-2013.
- Venture Capital and Private Equity, University of South Florida, 2011-Present.
- Business Policies/Strategic Management, University of Maryland, Summer II 2008.

### **Industrial Work Experience:**

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- Relationship Manager, Department of Corporate Finance, Bank of Communications, Shanghai Branch  
March 2001- July 2003
  - ◇ Participated in negotiations for large syndicated loan projects
  - ◇ Coordinated the activities and interests of different business subunits.
- Sales Representative (intern), HYOSUNG Corporation, Shanghai Branch  
Nov. 2000-Mar. 2001
  - ◇ Responsible for steel products import

### **Professional Services:**

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- Editorial Review Board, *Small Business Economics*
- Ad hoc reviewer: *Organization Science, Entrepreneurship Theory and Practice, Strategic Entrepreneurship Journal, Journal of Management Studies, International Small Business Management*
- Conference reviewer: Academy of Management Annual Meeting, Strategic Management Society Annual Meeting, Southern Management Association Annual Meeting, Babson College Entrepreneurship Research Conference
- Session chair and Discussant for the Academy of Management Annual Meeting
- Assistant to Chair, International Management Division, the Academy of Management Annual Meeting, 2008, Anaheim, CA

### **Professional Affiliations:**

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Academy of Management

Strategic Management Society

Southern Management Association

### **Skills:**

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Econometrics and statistics: STATA / SAS / SPSS

Social network analysis: UCINET / NetDraw / Pajek

## Computer Simulation: MatLab