



## Dr.ir. Haibo Zhou

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### SUMMARY

- ◆ I am a passionate researcher, specialized in Innovation and Entrepreneurship with a proven record in scientific publications.
- ◆ I am a data scientist specialized in statistical and econometric analytical techniques and decisions using large databases and competent in qualitative methods.
- ◆ As a teacher, I care about my students. I want to inspire them and prepare them for the job market by establishing interactions and engagement between businesses and students.
- ◆ Using my large international network in universities, institutions and businesses, I recognize opportunities and enjoy forming partnerships and consortiums.
- ◆ Outside academia I have worked as a start-up advisor and project manager consulting and advising both small businesses and large corporates. Moreover, I have worked as evaluator for the projects funded by EC.
- ◆ Due to my diversification in education, work field in and outside academia and intercultural experience, I have the ability to use the advantages of all these backgrounds.

### PROFESSIONAL EXPERIENCE

#### *Affiliated position:*

- ◆ November 2016 – now: **Adjunct research fellow** at Innovation Research Center, Kwansai Gakuin University, Hyogo, Japan
- ◆ Jan 2018 – Now: **Affiliated researcher (AP)** at NIKOS, Faculty of Behavioural Management and Social Science, University of Twente, The Netherlands
  - Co-promoter of the PhD student: Han Jin
  - Conduct collaborative scientific research on entrepreneurship and innovation

#### *Research & Academic Experience*

- ◆ July 2019: **Associate Director of Ingenuity Lab**, University of Nottingham, Ningbo, China
  - Responsible for entrepreneurial capabilities curriculum development and ingenuity fellowship program
- ◆ Feb 2018 – Now: **Associate Professor** in Entrepreneurship & Innovation at University of Nottingham, Ningbo, China
  - Develop and teach courses: Social Entrepreneurship (2017-18), Entrepreneurial Management (2017-18), Leading Entrepreneurial Growth (2018-19), Entrepreneurship Project (2018-19), graduation projects at the graduated level.
  - Conduct scientific research on entrepreneurship and innovation
  - Personal tutor for BA honor's programme Year 2, 3 and 4 as well as for post-graduate students.
- ◆ Oct 2017 – Feb 2018: Contracted **Lecturer** at SBB, Leiden University, The Netherlands
  - Develop new elective course 'Entrepreneurship'
  - Teach the course and supervise the group assignment, make final assessment.
- ◆ March 2017 – Dec 2017: **Assistant Professor** at NIKOS, Faculty of Behavioural Management and Social Science, University of Twente, The Netherlands
  - Conduct scientific research on entrepreneurship and innovation
  - Supervise PhD students and mentor students at Master level
  - Develop curriculum and improve the coherence between core courses in the Module Innovation & Entrepreneurship

- Develop case teaching and teach the cases for three core courses, i.e. introduction of entrepreneurship, innovation management, and financial management, in the Module Innovation & Entrepreneurship
- ◆ August 2010 – October 2016: **Assistant Professor** at the Department of Innovation Management & Strategy, Faculty of Economics and Business, University of Groningen (RuG). (*March 2011 – December 2011: Maternity and related sick leaves*)
  - **Research:** Conducted scientific research on entrepreneurship and innovation with a proven record (see Academic publications); Organized research seminar linking Dutch universities and research institutions (SCALES/DARE), and actively participated in the internal research seminars/PhD conference organized by the research school of RuG
  - **Networking:** Internationalization engagement: proactively initiated and realized the internationalization project between Hitotsubashi University in Japan and University of Groningen for undergraduate exchange program. Initiated and established long-term collaboration between the SB&E group and PMH investment on business cases for the course Business Diagnosis and Design.
  - **Supervision:** Supervised bachelor theses IB&M and master theses in Innovation, and Small Business and Entrepreneurship; supervised external PhDs from Germany and China.
  - **Teaching:** Designed, taught and coordinated the following courses: Small Business Economics (lecturer); Specialization course Small business & Entrepreneurship (coordinated and modified this course); Small Business Economics and Policy (key course developer, lecturer and coordinator); Elective course Entrepreneurship (key course developer, lecturer and coordinator); Business diagnosis and Design (business contact person, lecturer and supervisor)
  - **Leadership:** Appointed Chair/member of the Programme Committee Innovation & Organization, Faculty of Economics and Business (4 Master tracks). Advised Faculty Board on teaching and examination guideline (OER), monitored quality of education in Innovation & Organization and gave suggestions to the Faculty Board.
- ◆ Nov 2006 – Dec 2014: **Associate Researcher** at Panteia/EIM, Zoetermeer, the Netherlands.
  - My key responsibility includes conducting joint research projects and strengthening the research collaboration between Panteia, EUR and RuG.
- ◆ Sep 2006 - Mar 2010: **Supervisor** of BSc. and MSc. theses and various student projects under the Entrepreneurship group at the Department of Applied Economics, Erasmus School of Economics.

### *Consultancy & Advisory Experience*

- ◆ 2016 – now: **Expert-Evaluator**, European Commission
- ◆ Aug 2016: **Advisor** for Akzonobel China (Shanghai office)
  - Advised and provided supports and materials for 3 business cases to YAN team to systematically design their Innovation Day in December 2016, the event that teams of new employees seek innovative ways to do business, leveraging current ‘e’ platform in AkzonNobel.
- ◆ Mar 2010 - Mar 2013: **Startup advisor** for Twilight Intelligent Lighting.
  - Helped Twilight during its startup phase with refining the business idea on technical and business aspects, conducting business case validation, acquiring resources and seed funding.

### *Industrial Experience*

- ◆ Apr 2005: *Project Assistant (part-time)* at DOOR International, Wiesbaden, Germany
  - Developed sales and marketing workshops for Hyundai Automobile
  - Developed customized global training program for Hyundai Automobile
- ◆ July 2004 - Aug 2004: *Project Leader (part-time)* at DOOR China, Shanghai, China
  - Developed new vehicle launch program for clients
  - Developed marketing strategy for dealers / distributors
- ◆ Oct 2003 - July 2005: *Coordinator (part-time)* at TTA International, Dordrecht, the Netherlands
  - Co-ordinated projects between the Dutch and the Chinese office
- ◆ Oct 1999 - Aug 2003: *Consultant and project manager* at TTA China, Shanghai, China.
  - Project manager for the training programs of General Motors Shanghai
  - Facility manager for GM training center in Shanghai for about 1.5 years
  - Key focal point for Japanese clients - Mazda and Nissan

- Responsible for marketing and sales material development

## EDUCATION

- ◆ Jan 2006 - Feb 2010: **PhD in Economics** at **Erasmus School of Economics**. PhD Thesis: *Knowledge, Entrepreneurship and Performance: Evidence from country-level and firm-level studies*. (Defended on 9<sup>th</sup> Sept, 2010)
- ◆ Sep 2003 - Aug 2005: **Master of Science** (Dutch title: ir) in **Management of Technology** at Technische Universiteit Delft. MSc Thesis: *Internal Labour Organization and Innovation in Dutch Firms*.
- ◆ Sep 1995 - July 1999: **Bachelor of Engineering** in Automobile Engineering from Shanghai University of Engineering Science. Specialized in manufacturing simulations. BSc Thesis: *Application of Uni-graphic II: CAM simulation*

## ACADEMIC PUBLICATIONS<sup>1</sup>

### *PhD dissertation*

- ◆ Zhou, H. (2010). *Knowledge, Entrepreneurship and Performance: Evidence from country-level and firm-level studies*. EPS-2010-207-ORG. ERIM PhD Series in Research in Management. Erasmus Research Institute of Management. Erasmus University Rotterdam. ISBN: 978-90-5892-248-9.

### *REFERRED JOURNAL*

- ◆ \*Han, J., Ruan, Y., Wang, Y & **Zhou, H** (forthcoming). Toward a complex adaptive system: the case of Zhongguancun entrepreneurship ecosystem. *Journal of Business Research*. <https://doi.org/10.1016/j.jbusres.2019.11.077> (ABS list: 3)
- ◆ \*Hatak, I., and **Zhou, H**. (forthcoming). *Health as Human Capital in Entrepreneurship: Individual, Extension and Substitution Effects on Entrepreneurial Success*. *Entrepreneurship Theory and Practice*. <https://doi.org/10.1177/1042258719867559> (ABS list: 4; FT50)
- ◆ **Zhou, H.**, and van der Zwan, P. (2019). *Is there a risk of growing fast? The relationship between organic employment growth and firm exit*. *Industrial and Corporate Change*. 28(5), 1297-1320. <https://doi.org/10.1093/icc/dtz006> (ABS list: 3; ABDC list: A)
- ◆ **Zhou, H.**, Huang, L., and Kuo, T.K. (2018). Determinants of small firm growth: an exhaustive analysis using conceptual and statistical approaches. *International Review of Entrepreneurship*, 16(4), 525-564 (ABS list: 2)
- ◆ \*Kato, M., and **Zhou, H**. (2018). Numerical labor flexibility and innovation outcomes of start-up firms: A panel data analysis. *Technovation*, 69:15-27 (ABS list: 3; ABDC list: A)
- ◆ \*Shinnar, R.S., Hsu, D., Powell, B.C. and **Zhou, H**. (2018). Entrepreneurial Intentions and Start-ups: Are women or men more likely to enact their intentions? *International Small Business Journal*, 36(1): 60-80 (ABS list: 3; ABDC list: A)
- ◆ **Zhou, H.** and Bojica A. (2017). The role of emotional intelligence in entrepreneurs' perceptions of success: an exploratory study. *International Review of Entrepreneurship*, 15(3), 341-360. (ABS list: 2)
- ◆ **Zhou, H.**, Martinelli, L., Sandner, P.G., and Block, J.H. (2016). Patents, Trademarks, and their Complementarity in Venture Capital Funding. *Technovation*, 47, 14-22. (ABS list: 3; ABDC list: A)
- ◆ \*Block, J., Millán, J.M., Román, C. and **Zhou, H** (2015). Job Satisfaction and Wages of Family Employees. *Entrepreneurship Theory and Practice*. 39(2), 183-207. (ABS list: 4; ABDC list: A\*)
- ◆ \*Kleinknecht, A., van Schaik, F and **Zhou, H** (2014). Is flexible labour good for innovation? Evidence from firm-level data. *Cambridge Journal of Economics*. 38 (5), 1207-1219. (ABS list:3; ABDC list: A)
- ◆ \*Block, J., Thurik, R.A. and **Zhou, H**. (2013). What Turns Knowledge into Innovative Products? The Role of Entrepreneurship and Knowledge Spillovers. *Journal of Evolutionary Economics*. 23(4): 693-718 (ABS list: 3; ABDC list: A)
- ◆ Uhlaner, L.M., van Stel, A., Duplat, V., and **Zhou, H**.(2013). Disentangling the effects of organization capabilities, innovation and firm size on SME sales growth. *Small Business Economics*. 41(3): 581-607 (ABS list: 3; ABDC list: A)
- ◆ **Zhou, H.**, Dekker, R. and Kleinknecht, A. (2011). Flexible labor and innovation performance: evidence from longitudinal firm-level data. *Industrial and Corporate Change* 20 (3), 941-968. (ABS list: 3; ABDC list: A)

### *Book Chapters*

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<sup>1</sup> \*Authors in alphabetical order indicates equal authorship and contribution

- ◆ **Zhou, H.**, Dekker, R. and Kleinknecht, A. (2010). *The Impact of Labour Flexibility and HRM on Innovation*. In *Innovation in Business and Enterprise: Technologies and Frameworks*, L.Hakim., J.Chen (eds.). IGI Global, Hershey.

#### **Revise & Resubmit**

- ◆ Estrada, I. & **Zhou, H.** Beyond the Scope of the Deal: Non-technological Benefits of Technological Alliance Portfolios. *British Journal of Management*
- ◆ Zhu, F & **Zhou, H.** From Parental Care to Next-Generation Family Members' Succession Intentions: The Chain Mediating Effect of Self-Efficacy and Perceived Person-Job Fit. *Management and Organization Review*.

#### **Under review**

- ◆ Han, J., **Zhou, H.**, Lowik, S. & de Weerd-Nederhof, P. Building emerging ecosystems by focal new ventures: evidence from the bike-sharing industry in China.

#### **Referred Academic Conference proceedings**

- ◆ **Zhou, H.**, and Kato, M. (2017). *Escalation of Commitment in Business Angel Investment Decision Making: Antecedents and Consequences*. *Frontiers of Entrepreneurship Research*, 37(1), Article 3
- ◆ \*Kato, M., and **Zhou, H.** (2015). *Flexible Labor and Innovation Performance of R&D Oriented Start-ups in Japan*. *Frontiers of Entrepreneurship Research*, 35(12), Article 2.
- ◆ **Zhou, H.**, de Kok, J., Hartog, C. and van der Zwan, P.(2012). *The Risk of Growing Fast: Does fast growth have a negative impact on the survival rates of firms?* *Frontiers of Entrepreneurship Research*, 32(9), Article 1.
- ◆ \*Block, J., Thurik, R.A. and **Zhou, H.** (2010). *What Turns Knowledge into Innovative Products? The Role of Entrepreneurship and Knowledge Spillovers*. *Frontiers of Entrepreneurship Research*, 30(18), Article 2.
- ◆ **Zhou, H.**, Dekker, R. and Kleinknecht, A. (2007). *The Impact of Labour Relations on Innovative Output: An Exploration of Firm level Data in the Netherlands*. In *proceedings of the 5th International Symposium on Management of Technology (ISMOT'07)*: 433-436.

#### **Publications in Media**

- ◆ 「労働の柔軟性」を通じたイノベーション促進を. 生産性新聞、2015年11月15日、第2476号。(English translation: innovation through labor flexibility. *Productivity News* (nr. 2476, 15/11/2015), Japanese Productivity Center. Based on the paper of Kato, M and **Zhou, H.** (2015).
- ◆ Kleinknecht, A., van Schaik, F & **Zhou, H.** (2013). Het belang van het innovatieregime voor flexibel werk en innovatie. *Economisch Statistische Berichten*. Jaargang 98 (4659) 3 mei 2013:276-279.
- ◆ De Kok, J.M.P & **Zhou, H.** (2012). Snelle groeiers gaan niet snel over de kop. *FD Weekend*, 24 Maart 2012.

#### **Working papers and pipelines**

- ◆ **Zhou, H.**, Zhang, J. & Uhlaner, L.M. Knowledge management practices, innovation strategy, and innovation outputs in SMEs: an adapted strategic sense-making perspective.
- ◆ \*Darnihamedani, P., **Zhou, H.** & van Stel, A. Reconciling static and dynamic theories of entrepreneurship.
- ◆ **Zhou, H.** The behavioral characteristics in angel investment decision making: escalation of commitment perspective.
- ◆ \*Kato, M & **Zhou, H.** Family employees and innovation behavior of start-ups: a family embeddedness perspective of entrepreneurship.

### **OTHER ACADEMIC ACTIVITIES**

#### **Invited seminar/workshop**

- ◆ 16-17 March 2017: Tokyo Workshop on Entrepreneurship and Innovation. Surugadai Memorial Hall, Chuo University. (Invited and sponsored by the Institute of Economic Research, Hitotsubashi University)
- ◆ January 2016: Zhou, H., de Kok, J. and van der Zwan, P. *Is there a risk of growing fast? The relationship between organic employment growth and firm exit*. CPB (Centraal Planbureau) research seminar, Den Haag, The Netherlands.

- ◆ November 2014: Estrada, I and Zhou, H. *Management Innovation as a Collateral Benefit of Technological Collaboration: the Impact of Alliance Portfolio Composition*. Hitotsubashi University, Tokyo, Japan
- ◆ November 2014: Zhou, H., de Kok, J., Hartog, C. and van der Zwan, P. *The Risk of Growing Fast: Does fast growth have a negative impact on the survival rates of firms?* Kobe University, Kobe, Japan

#### **Invited talk/guest lectures**

- ◆ 25 November 2016: Talk on 'How to do a PhD in the Netherlands' for the first year new inflow Chinese PhD students, organized by Association Chinese Student Society Groningen and Chinese embassy education office
- ◆ 24 September 2015: Guest lecture on 'Chinese business environment' for students of Hanze talent program, a collaborated program between Hanze hoogschool and Groningen confusion institute.

#### **Academic Conferences: Presentations (Last 5 years listed)**

- ◆ Han, J., Zhou, H., Lowik, S. & de Weerd-Nederhof, P. *Building and sustaining the emerging ecosystems by focal new ventures evidence from the bike-sharing industry in China*. Presented at AOM conference, Boston, US, August 2019
- ◆ Han, J., Ruan, Y., Wang, Y. & Zhou, H. *Towards a complex adaptive system the case of Zhongguancun entrepreneurship ecosystem*. To be presented at RENT XXXII- RESEARCH IN ENTREPRENEURSHIP AND SMALL BUSINESS, Toledo, Spain, November 2018.
- ◆ Han, J., Zhou, H., Lowik, S. & de Weerd-Nederhof, P. *Building and sustaining the emerging ecosystems by focal new ventures evidence from the bike-sharing industry in China*. Presented at ACSB conference, Tokyo, Japan, September 2018.
- ◆ Hatak, I and Zhou, H. *Why Some Entrepreneurs are More Productive and Happier: The Joint Effects of Entrepreneurs' Health and Their Spouses' Health*. Presented at Babson (BCERC) Conference, Waterford, Ireland, June 2018
- ◆ Kato, M and Zhou, H. *Family employees and innovation behavior of start-ups: a family embeddedness perspective of entrepreneurship*. Presented at Babson (BCERC) Conference, Norman, US, June 2017
- ◆ Zhou, H and Kato, M. *Escalation of commitment in business angel investment decision making: antecedents and consequences*. Presented at Babson (BCERC) Conference, Norman, US, June 2017
- ◆ Shinnar, R.S., Hsu, D., Powell, B.C. and Zhou, H. *A longitudinal examination of entrepreneurial intentions and startup behavior: are women or men more likely to act on their intention?* Presented at Babson (BCERC) Conference, Norway, (June 2016)
- ◆ Darnihamedani, P. and Zhou, H. *The quality of labor market and entrepreneurial entry decisions*. Presented at Babson (BCERC) Conference, Norway, (June 2016)
- ◆ Estrada, I and Zhou, H. *Management Innovation as a Collateral Benefit of Technological Collaboration: the Impact of Alliance Portfolio Composition*. Presented at Academy of Management Conference, Vancouver, CA (August 2015)
- ◆ Kato, M. and Zhou, H. *Flexible labour and innovation performance of R&D oriented start-ups in Japan*. Presented at Babson conference, Boston, US (June 2015)
- ◆ Zhou, H., Estrada, I and Bojica A. *The role of emotional intelligence on entrepreneur's perception of success*. Presented at Babson conference, London, Canada (June 2014)
- ◆ Zhou, H and de Wit, G. *An exhaustive assessment on the determinants of firm growth*. Presented at RENT XXVII- RESEARCH IN ENTREPRENEURSHIP AND SMALL BUSINESS, Vilnius, Lithuania, Nov 2013

#### **Editorial position**

- ◆ Editorial board member: Management Review Quarterly

#### **Ad-hoc Reviewer**

- ◆ Journals: Journal of Management Studies, Research Policy, Technovation, Entrepreneurship Theory & Practice; Small Business Economics; Journal of Small Business Management; Innovation Management: Policy & Practice; R&D Management; Technological Forecast & Social Change; Innovation & Industry
- ◆ International conferences: Academy of Management Conference; RENT conference; Babson conference; IACMR (International Association of Chinese Management Research) Conference

#### **OTHER ORGANIZATIONAL RESPONSIBILITIES**

- ◆ PhD reviewers, Nottingham University Business School
- ◆ Review committee member for undergraduate programme, Nottingham University Business School



- ◆ Scientific committee member for the 2018 Asia Council for Small Business (ACSB) Conference in Tokyo
- ◆ Appointed Chair/member of the Programme Committee Innovation & Organization, Faculty of Economics and Business, University of Groningen. (Sep 2012 - Aug 2016)
- ◆ Member and Participant of Dutch Academy of Research in Entrepreneurship (DARE)
- ◆ Member of the European Council for Small Business and Entrepreneurship (ECSB)
- ◆ Member of RUG entrepreneurship platform

## **RECOGNITION, GRANTS AND AWARDS**

- ◆ Oct 2018: Core member of the 3315 Innovation Team Scheme project ‘SuperDriver’, research grants of 5 million RMB.
- ◆ July 2018: Outstanding Researcher Supporting System Funding (2018-19) by Nottingham University Business School China, 55000 RMB
- ◆ Feb 2018: Outstanding Researcher Supporting System Funding (2017-18) by Nottingham University Business School China, 17500 RMB
- ◆ May 2016: Recognized reviewer by International Association of Chinese Management Research.
- ◆ Oct 2008: Top 5 finalists of *Best Conference Paper for Practical Implication* in the 2008 Strategic Management Society Conference. Nominated paper: “*Knowledge management in the SME and its relationship to strategy, ownership structure and organization learning*”.
- ◆ Oct 2008: Nominated for *Best Conference PhD Paper* in the 2008 Strategic Management Society (SMS) Conference. Nominated paper: “*Knowledge management, absorptive capacity and innovation in SMES: an empirical study*”.
- ◆ Aug 2008: Awarded Kauffman scholarship (800USD) for Entrepreneurship Doctoral Consortium in the 2008 Academy of Management (AoM) Annual Meeting.

## **ON-JOB-TRAINING**

- ◆ BKO(UTQ in English): University Teaching Qualification
- ◆ Activate large class
- ◆ Multiple choice design
- ◆ University Teaching Skills

## **LANGUAGE PROFICIENCY**

- ◆ Chinese (Native)
- ◆ English (Fluent): over 17 years of daily experience in academic and business English
- ◆ Japanese (Good): Japanese language proficiency level 2 (B2)
- ◆ Dutch: Intermediate/advanced – NT2.2 (B2)

## **SKILLS**

- ◆ Analytical/Statistical software: STATA, SPSS, AMOS, PLS, Nvivo
- ◆ Collaboration software: MS office, Visio, MS project
- ◆ Design/graphic software: Auto-CAD, Uni-GRAPHICS, Photoshop, Illustrate, Pagemaker
- ◆ Project management and time management skills
- ◆ Good presentation, writing and communication skills

## **INTERESTS**

- ◆ Jogging, Hiking, Travelling, Reading