



Dr. ir. Haibo Zhou

Room 2804, Unit 190, No.57, The Manor Park, Yinzhou district, Ningbo, China

Verlengde Meeuwerderweg 135, 9723 ZN, Groningen, the Netherlands

◆ +86-13989343590 ◆ +31-642015727

◆ polarissyu@gmail.com ◆ www.haibozhou.com

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 pro-actively establishing engagement between businesses and students.
- ◆ Using my established international network with universities, institutions and businesses, I pro-actively recognize opportunities to form partnerships and consortiums.
- ◆ Outside academia, I have worked as an advisor and project manager – consulting and advising start-ups, small businesses and large corporates. Moreover, I have worked as expert evaluator for the European Commission.
- ◆ My diversified educational background and international work experience, helps me effectively communicating with both academia and industry.

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 Department for Entrepreneurship, Strategy & Innovation Management (NIKOS-ESIM), Faculty of Behavioural, Management and Social Sciences, University of Twente, The Netherlands
 - Co-promoter of the PhD students:
 - Han Jin: Building and sustaining innovation ecosystems: a research on new ventures' strategies and capabilities. Expected defense 9th September 2021
 - Jian Liu: Building Entrepreneurial Team Resilience: Various Pathways to Survive and Thrive from Adversities
 - Conduct collaborative scientific research on entrepreneurship and innovation

Research & Academic Experience

- ◆ Aug 2020 – now: **Nominated member of Global Engagement and Reputation Committee (GERC)** University of Nottingham, Ningbo, China
 - Focusing on enhancement of University's Global Engagement and Reputation: oversee the development of the UNNC's international strategy and supports plans to engage with leading international institutions in order to produce world leading research, innovation, branding and impact
- ◆ July 2019 – now: **Associate (Action) Director and Project Manager of Ingenuity Lab**, University of Nottingham, Ningbo, China
 - Responsible for entrepreneurial capabilities curriculum development and ingenuity fellowship program
 - Responsible for the overall operations of the lab
- ◆ Feb 2018 – now: **Associate Professor** in Entrepreneurship & Innovation at University of Nottingham, Ningbo, China
 - PhD supervision: Xu Cheng (graduated in July 2021), Zengju Fan, Yifei Song, Xuan Ye, Wei Chang, Saier Su, Mary Otitoju, and co-promoter of external PhDs in the Netherlands.

- Develop and teach courses: Social Entrepreneurship (2017-18), Entrepreneurial Management (2017-18), Leading Entrepreneurial Growth (2018-19, 2019-20, 2020-21), Entrepreneurship Project (2018-19, 2019-20, 2020-21), 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.
- ◆ Apr 2017 – 2019: **Master thesis supervisor**, Loughborough University, United Kingdom
 - Supervise master thesis remotely, make final assessment.
 - ◆ Oct 2017 – Feb 2018: Interim **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, namely, introduction to entrepreneurship, innovation management, and financial management (as part of the Innovation & Entrepreneurship module)
 - ◆ 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 included 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

- ◆ 2021 – now: **Startup advisor** for a high-tech company Kineviz China
- ◆ 2021 – now: **Supervisor** of Tvilight China
- ◆ 2016 – now: **Expert Evaluator** (EX2014D173932), European Commission

- ◆ Aug 2016: **Advisor** to Akzonobel China
 - Advised and provided support to the Innovation Committee to encourage new employees to find innovative ways to do business, while leveraging Akzonobel's eplatform.
- ◆ 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

- ◆ July 2004 - Apr 2005: *Project Leader (part-time)* at DOOR International, Wiesbaden (Germany) and Shanghai (China)
 - Developed sales and marketing workshops for Hyundai Automobile
 - Developed customized global training program for Hyundai Automobile
 - 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 9th 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 PUBLICATIONS¹

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., **Zhou, H.**, Lowik, S. & de Weerd-Nederhof, P (forthcoming). Building emerging ecosystems by focal new ventures: evidence from the bike-sharing industry in China. Technological forecast and social change. (ABS list: 3)
- ◆ Zhu, F & **Zhou, H** (forthcoming). 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. (ABS list: 3)
- ◆ **Zhou, H**, Uhlaner, L.M. & Jungst, M (forthcoming). Knowledge Management Practices and Innovation: A Deliberate Innovation Management Model for SMEs. Journal of Small Business Management (ABS list: 3)
- ◆ *Estrada, I. & **Zhou, H** (forthcoming). Beyond the Scope of the Deal: Configuration of Technology Alliance Portfolios and the Introduction of Management Innovation. British Journal of Management (ABS list: 4)
- ◆ 韩进, 李平, **周海波** (录用): 企业管理情境下生态系统研究进展: 理论框架与未来研究方向. 管理学报.

¹ *Authors in alphabetical order indicates equal authorship and contribution

- ◆ *Han, J., Ruan, Y., Wang, Y & **Zhou, H** (2021). Toward a complex adaptive system: the case of Zhongguancun entrepreneurship ecosystem. *Journal of Business Research*. 128, 537-550. <https://doi.org/10.1016/j.jbusres.2019.11.077> (ABS list: 3)
- ◆ *Hatak, I., and **Zhou, H.** (2021). Health as Human Capital in Entrepreneurship: Individual, Extension and Substitution Effects on Entrepreneurial Success. *Entrepreneurship Theory and Practice*. 45(1), 18-42. <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; FT50)
- ◆ *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

- ◆ *Ye, X, Laasch, O. & **Zhou, H.** (2021). *Entrepreneurship*. In Principles of Management: Practicing Ethics, Responsibility, Sustainability., O. Laasch (ed.). 2nd Edition. Sage Publications Ltd.
- ◆ **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

- ◆ Han, J., **Zhou, H.**, Lowik, S., & de Weerd-Nederhof, P. Enhancing the Understanding of Small Firms with Regard to Innovation Ecosystems: Aggregation in the Conceptual Boundaries of Ecosystems. *Industrial Marketing Management*.
- ◆ Yu, J., Liu, J., **Zhou, H.** & Chen, F. Innovation Ecosystems Enabling Strategic Orientation of Knowledge-intensive Firms: Evidence from Emerging Integrated Circuit Design Industry in China. *Journal of Business Research*.

Under review

- ◆ Darnihamedani, P., van Stel, A & **Zhou, H.** The varying roles of formal education over the course of the entrepreneurial process. *Journal of Small Business Management*.
- ◆ Martina, B., Hatak, I. & **Zhou, H.** Rumination and Entrepreneurial Well-being: It's complicated! *Revue de L'entrepreneuriat*
- ◆ Otitoju, M., Chen, X & **Zhou, H.** Why are women less likely to become entrepreneurs? The invisible effect of Religions. *Journal of Management*

In progress (selected)

- ◆ Chen, J., Song, Y. & **Zhou, H.** Governmental venture capitalist investment: an integrative framework and future research agenda. *Journal of Management*
- ◆ Do Women Shy away from Competitions? Implication for women entrepreneurship from a Cooperative Experiment. (with Cheng, X., Lane, T., Ma, A)
- ◆ Family employees and innovation behavior of start-ups: a family embeddedness perspective of entrepreneurship. (with Kato, M.)
- ◆ The Process of Entrepreneurial Contextualization: The Case of Hongbang Entrepreneurs (1896-1949) in China (with Cheng, X)
- ◆ Why we should include our romantic partners in the equation of health and business outcomes (with Torben, Isabella) for *Harvard Business Review*
- ◆ Words are Weapons: Narrative Techniques and Legitimacy Building. (with Cheng, X. Wang, X, Jian, S)

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.

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

- ◆ May 2021: Talk on “Entrepreneurship in China” in the UNNC--BBS Week: “When Ningbo Meets Budapest”.
- ◆ March 2019: Invited round table discussant to share insights on female entrepreneurship with a group of female entrepreneurs in the forum “她未来：创业女性与跨界发展” organized by Ningbo Jiangbei District government.

- ◆ 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
- ◆ September 2015: Guest lecture on ‘Chinese business environment’ for students of Hanze talent program, a collaborated program between Hanze hogeschool and Groningen confusion institute.

Academic Conferences: Presentations (Last 5 years listed)

- ◆ Han, J., Zhou, H., Lowik, S and Wang, Y. *Building and Sustaining Emerging Ecosystems through New Focal Ventures: Evidence from China’s Bike-sharing Industry*. Presented at the AOM virtual conference August 2021.
- ◆ Darnihamedani, P. van Stel, A. and Zhou, H. *The varying roles of education over the course of the entrepreneurial process*. Presented at the EURAM SIG workshop. June 2021
- ◆ Song, Y., Chen, J., and Zhou, H. *The willingness of private venture capitalists (PVCs) in investing government venture capitalists (GVCs) backed ventures: the role of institutional logics*. Babson virtual conference June 2021 and the AOM virtual conference August 2021.
- ◆ Darnihamedani, P. van Stel, A. and Zhou, H. *Reconciling static and dynamic theories of entrepreneurship*. Presented at the AOM virtual conference 2020
- ◆ 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)

Editorial position

- ◆ Advisory board member: Journal of Industrial and Business Economics (ABS 1 Journal) 2021
- ◆ Editorial board member: Small Business Economics (ABS 3 Journal) 2020
- ◆ Editorial board member: International Review of Entrepreneurship (ABS 2 Journal) 2019
- ◆ Scientific committee member: Journal of Innovation Economics & Management 2019
- ◆ Editorial board member: Management Review Quarterly 2019

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

- ◆ July 2021: 2021 FES (Forum for entrepreneurial studies) award on the year of paper by the Japanese academy of entrepreneurship, 50000 Japanese Yen.
- ◆ July 2021: Outstanding Researcher Supporting System Funding (2021-22) by Nottingham University Business School China, 55000 RMB
- ◆ Dec 2020: Best paper award at the Canadian Academy of Management Conference
- ◆ Nov 2020: Best paper award (second prize with 5000 RMB) at the 16th entrepreneurship and family business international symposium
- ◆ Dec 2020: Nominated receiver of 3315 Innovation Team Scheme project ‘SuperDriver’ Talent Fund, 40000 RMB
- ◆ Dec 2020: Ningbo Overseas High-level Talent Innovation Award 2019, 23000 RMB
- ◆ July 2020: Outstanding Researcher Supporting System Funding (2020-21) by Nottingham University Business School China, 55000 RMB
- ◆ July 2020: Ningbo Overseas High-level Talent Innovation Award 2018, 30000 RMB
- ◆ July 2019: Outstanding Researcher Supporting System Funding (2019-20) by Nottingham University Business School China, 55000 RMB
- ◆ 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
- ◆ Activating large class
- ◆ Multiple choice design
- ◆ University Teaching Skills

LANGUAGE PROFICIENCY

- ◆ Chinese (Native)
- ◆ English (Fluent): over 20 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, R, AMOS, PLS, Nvivo
- ◆ Collaboration software: MS office, Visio, MS project
- ◆ Design/ graphic software: Photoshop, Adobe Illustrator
- ◆ Project management and time management skills
- ◆ Good presentation, writing and communication skills

INTERESTS

- ◆ Jogging, Hiking, Travelling, Reading