

# MILO S. WANG

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## ACADEMIC EMPLOYMENT AND AFFILIATIONS

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### ARIZONA STATE UNIVERSITY

2021–present Assistant Professor, Department of Management and Entrepreneurship  
2024–present Affiliated Faculty, Center for AI and Data Analytics for Business and Society

## EDUCATION

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### UNIVERSITY OF ALBERTA

2021 Ph.D. in Strategic Management and Organization

### UNIVERSITY OF CAMBRIDGE

2018 Fall Visiting Doctoral Student

### UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN

2012–2013 Doctoral Student in History

### ZHEJIANG UNIVERSITY

2012 M.A. in World History with Honors

2010 B.A. in History with Honors

## SELECT JOURNAL ARTICLES

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1. **Wang, M.S.**, & Greenwood, R. In press. Why is bribing doctors an excusable crime? The normalization of professional corruption. *Journal of Management Studies*.
2. Xu, L., **Wang, M.S.**, Hiatt, S., & Park, H. 2026. Revolutionary sparks: Exploring the resource spillover effect of street protests on entrepreneurship. *Organization Science*, 37(2): 772–793.
3. **Wang, M.S.**, †Zhang, R., & Voronov, M. 2026. Building bridges in the digital age: How online platforms foster trust during a crisis. *Organization Studies*, 47(3): 481–509.
  - Media coverage: *Harvard Business Review*, *Tencent*, *NetEase*, 36Kr.
4. Wei, Y., **Wang, M.S.**, & Liu, J. 2025. Generational imprints: A contingency approach to corruption and entrepreneurship. *Strategic Entrepreneurship Journal*, 19(3): 529–560.
5. †Zhou, C., **Wang, M.S.**, & †Zhang, R. 2025. Parasitized functionaries: An extension to

- Rintamäki, Parker, and Spicer’s “institutional parasites” (dialogue). *Academy of Management Review*, 50(3): 649–651.
6. **Wang, M.S.**, & Steele, C. 2024. From foe to friend: Exploring state-led destigmatization. *Administrative Science Quarterly*, 69(4): 839–880.
    - Media coverage: *Management Insights*, 36Kr.
  7. **Wang, M.S.**, & Tracey, P. 2024. Anti-stigma organizing in the age of social media: How social movement organizations leverage affordances to build solidarity. *Academy of Management Review*, 49(4): 799–823.
    - Featured in *AOM Insights* and ranked among the most-clicked *Insights* summaries in 2024.
  8. **Wang, M.S.**, Raynard, M., & Greenwood, R. 2021. From grace to violence: Stigmatizing the medical profession in China. *Academy of Management Journal*, 64(6): 1842–1872.
    - Finalist of the Responsible Research in Management Award (2021).
    - Media coverage: *LSE Business Review*, *Sixth Tone*, *Jijitang*.
  9. Lounsbury, M., Steele, C., **Wang, M.S.**, & Toubiana, M. 2021. New directions in the study of institutional logics: From tools to phenomena. *Annual Review of Sociology*, 47(1): 261–280.
    - Top 1% highly cited paper in the SSCI field of General Social Science.
    - Translated into Chinese and reprinted in *Journal of Comparative Studies*, 2023(5): 188–212.
  10. Zhang, R., **Wang, M.S.**, Toubiana, M., & Greenwood, R. 2021. Stigma beyond levels: Advancing research on stigmatization. *Academy of Management Annals*, 15(1): 188–222.
    - Ranked #2 among the most-read articles published in *AMA* during 2021.
  11. **Wang, M.S.**, Steele, C., & Greenwood, R. 2019. Mentalités and events: Historicizing institutional logics (dialogue). *Academy of Management Review*, 44(2): 473–476.
  12. Hannigan, T., Haans, R., Vakili, K., Tchalian, H., Glaser, V., **Wang, M.S.**, Kaplan, S., & Jennings, P.D. 2019. Topic modeling in management research: Rendering new theory from textual data. *Academy of Management Annals*, 13(2): 586–632.
    - Top 1% highly cited paper in the SSCI field of Economics & Business.
    - Ranked #2 among the most-read articles published in *AMA* during 2019.
- † PhD student or postdoc fellow at project start.

## BOOKS AND EDITED BOOKS

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13. **Wang, M.S.**, Lounsbury, M., Toubiana, M., & Steele, C. (Eds.). In press. *Exploring the coherence, durability, and governance of institutional logics: Conceptual advances*. *Research in the Sociology of Organizations*. Leeds: Emerald Publishing Limited.
14. **Wang, M.S.**, Lounsbury, M., Toubiana, M., & Steele, C. (Eds.). In press. *Exploring the coherence, durability, and governance of institutional logics: New empirical directions*. *Research in the Sociology of Organizations*. Leeds: Emerald Publishing Limited.
15. Lyu, Y., Qian, H., **Wang, S.**, & Ying, Y. 2014. *Research on education strategy in France*. (In Chinese). Hangzhou: Zhejiang Education Publishing House.
  - Winner of the National Excellent Publication Award in China (2016).

## BOOK CHAPTERS AND OTHER PUBLICATIONS

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16. **Wang, M.S.**, Lounsbury, M., Toubiana, M., & Steele, C. In press. Institutional logics as phenomena: Advancing the study of coherence, durability, and governance. *Research in the Sociology of Organizations*.
17. **Wang, M.S.**, Xie, X.-Y., & Greenwood, R. In press. Why China? Theoretically justifying qualitative research in Chinese contexts (editorial). *Management and Organization Review*.
18. Bundy, J., & **Wang, M.S.** 2026. Reputation dynamics. In Younger, R., & Zavyalova, A. (Eds.), *The Oxford Handbook of Organisational Social Evaluations*: 148–164. Oxford: Oxford University Press.
19. **Wang, M.S.** 2025. Stigmatization in and around organizations. In *Oxford Research Encyclopedia of Business and Management*: doi: 10.1093/acrefore/9780190224851.013.476.
20. **Wang, M.S.**, Lounsbury, M., Chen, X., & †Ren, Y. 2025. Change, governance, and diffusion of institutional logics in and beyond Chinese contexts (perspective). *Management and Organization Review*, 21(3): 417–442.
21. **Wang, M.S.**, †Zhang, R., & Voronov, M. 2025. How Tencent built trust with users during a moment of upheaval. *Harvard Business Review*, April 17.
22. **Wang, M.S.**, & Lounsbury, M. 2021. Cultural encounters: A practice-driven institutional approach to the study of organizational culture. *Research in the Sociology of Organizations*, 71: 165–198.
23. Lounsbury, M., & **Wang, M.S.** 2020. Into the clearing: Back to the future of constitutive institutional analysis. *Organization Theory*, 1(1): doi: 10.1177/2631787719891173.
24. **Wang, M.S.**, Raynard, M., & Greenwood, R. 2020. Violence against doctors is increasing worldwide. Will the pandemic revert the trend? *LSE Business Review*, September 9.
25. Hannigan, T., **Wang, M.S.**, Steele, C., Seidel, M.-D., Cervantes, E., & Jennings, P.D. 2020. A community-based sociocultural network approach to controlling COVID-19 contagion: Seven suggestions for improving policy. *Behavioral Science & Policy*, 6(2): 123–136.

## AWARDS, GRANTS, AND HONORS

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- Dean's Early-Career Research Award, ASU W. P. Carey, 2025
- Best Senior Editor Award, *Management and Organization Review*, IACMR, 2025
- FundedResearch@WPCarey Seed Grant, Co-I (with Y. Wang), ASU W. P. Carey, 2025
- The AI and Data Analytics Center Research Fellowship, ASU W. P. Carey, 2025
- Affiliated Researcher, HKU ESG Research Institute, University of Hong Kong, 2024–present
- Dean's Distinguished Visiting Fellow, Zhejiang University School of Management, 2024–2025
- The Department of Management Data Grant, PI, ASU W. P. Carey, 2025, 2024, 2023
- The New Governance Lab Research Grant, PI, ASU W. P. Carey, 2024, 2022
- The Grigor McClelland Doctoral Dissertation Award, SAMS and *JMS*, 2022
- The Andrew Stewart Memorial Graduate Prize, University of Alberta, 2019

## TEACHING EXPERIENCE

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### COURSES TAUGHT AT ARIZONA STATE UNIVERSITY

- *Strategic Management*, Undergraduate Capstone, Spring 2022–present
- *Environmental, Social, and Governance*, EMBA, Spring 2023–present
- *Approaches to Qualitative Research*, PhD, Spring 2026–present

### COURSES TAUGHT AT UNIVERSITY OF ALBERTA

- *Introduction to Strategic Management and Organization Design*, Undergraduate, Winter 2019
- *Introduction to Management*, Undergraduate, Fall 2017

### PHD STUDENT AND POSTDOC SUPERVISION

- Salome Opoku, Committee Member, 2026–present
- Michelle Duan, Co-Supervisor, 2025–present
- Yufei Ren, External Reader (University of Alberta), 2025–present
- Runjia Zhang, External Committee Member (Peking University), 2023–present
- Chuqiao Zhou, Supervisor, 2023–2025 (Placement: Assistant Professor, UBC Okanagan)
- Kristen Raney, Committee Member, 2023–2024 (Placement: Postdoc, University of Virginia)

### DBA STUDENT SUPERVISION AT ASU/SAIF

- Peijun Fang, Co-Chair, Hydrexia Holding Limited (CEO), 2025–present
- Wanxi Xiao, Co-Chair, Jiayin Group Inc. (Vice President), 2025–present
- Shifeng Zheng, Co-Chair, New Hope Dairy Co. (Board Secretary), 2024–2026
- Nicole Ni, Co-Chair, Shanghai Advanced Institute of Finance (Assistant Dean), 2024–2026
- Li Feng, Co-Chair, Shunli Technology Co., Ltd. (President), 2023–2025
- Haibin Su, Co-Chair, Silake Precision Industry Co., Ltd. (President), 2023–2025
- Xiruo Wang, Committee Member, Alibaba Group Holding Limited (Vice President), 2022–2024
- Hao He, Co-Chair, United Mechanical & Electrical Co., Ltd. (CEO), 2022–2024

## CONFERENCES AND PRESENTATIONS

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### ACADEMY OF MANAGEMENT ANNUAL MEETINGS

#### Sessions Organized

- 2026. Wait? Stigma is popular? What is it again? (with K. Patterson, K. Phung, W. Helms, A. Aranda, & B. Brito). PDW. OMT. Philadelphia, PA.
- 2024. The co-constitution of trust and institutions: Construction, crisis, and erosion (with D. Jancsary). PDW. OMT, SIM, SAP, MOC, TIM. Chicago, IL.
- 2023. Institutions and trust: Crisis, erosion, and construction (with S. Yan). Showcase symposium, nominated as an all-Academy theme. SIM. Boston, MA.
- 2022. Governance of institutions: Logics and orders as phenomena (with S. Yan). Presenter symposium. OMT, STR, SIM. Seattle, WA.
- 2022. Facts, fictions, or something in between: The constructive and destructive power of history work (with J. Lodge). Presenter symposium. OMT, MH, ODC. Seattle, WA.

- 2020. Different cultures, different dynamics: Community perspective of social innovation (with J. Lodge). Presenter symposium. SIM. Accepted but not presented due to covid.
- 2019. Toward a practice-driven institutionalism: Exploring institutional change in praxis. Showcase symposium. OMT, SAP. Boston, MA.
- 2017. Theorizing with history: Lessons from the study of institutional logics and imprinting (with C. Steele). Panel symposium. OMT, SAP. Atlanta, GA.

### **Presenters, Speakers, Facilitators, and Other Roles**

- 2026. Presenter. Constructing feelings about past: How organizations institutionalize a societal emotional regime (with R. Zhang). Presenter symposium. OMT. Philadelphia, PA.
- 2026. Chair. Violence, social change, and organizational outcomes. Presenter symposium. OMT, SIM. Philadelphia, PA.
- 2026. Panelist. Global research consortium: Doing organizational research around the world. PDW. OMT. Philadelphia, PA.
- 2025. Speaker. 10 years in! Assessing opportunities and challenges in the “big tent” of stigma and organizations. PDW. OMT. Copenhagen, Denmark.
- 2024. Speaker. Accessing and publishing with Chinese data: Researching Chinese organizations in uncertain times. PDW. AAM. Chicago, IL.
- 2024. Presenter. From protests to profits: Exploring the unintentional effects of social activism on entrepreneurship (with L. Xu, S. Hiatt, & D. Park). Presenter symposium. OMT, SIM. Chicago, IL.
- 2023. Facilitator. Expanding the tainted tent: Bringing new perspectives and theory to organizational stigma research. PDW. OMT. Boston, MA.
- 2023. Chair. The dark side of community dynamics in organizations’ pursuit of social innovation. Panel symposium, nominated as an All-Academy theme. SIM. Boston, MA.
- 2022. Facilitator. Stigma versus stigmatization: Differentiating stigma from its processes. PDW. OMT. Seattle, WA.
- 2022. Presenter. History work in history books: How the history is strategically reconstructed (with R.J. Zhang). Presenter symposium. OMT, MH, ODC. Seattle, WA.
- 2022. Chair. Different cultures, different dynamics? Driving forward a community perspective of social innovation. Panel symposium. OMT, SIM. Seattle, WA.
- 2019. Presenter. From scandal to stigma: Institutional side effects of impression management strategies (with R.R. Zhang, & R. Greenwood). Presenter symposium. OMT, SAP. Boston, MA.
- 2019. Presenter. Corruption and entrepreneurial firm performance: The moderating role of mindset and social capital (with Y. Wei)\*. Paper session. ENT. Boston, MA.
- 2019. Presenter. The logics of history and the historicity of logics (with C. Steele)\*. Presenter symposium. OMT. Boston, MA.
- 2018. Facilitator. Topic modeling: A hands-on approach to analysis and theory building. PDW. OMT, STR. Chicago, IL.
- 2018. Presenter. Containing stigma spillover: The effectiveness of the scapegoating strategy (with R.R. Zhang)\*. Paper session. OMT. Chicago, IL.
- 2017. Presenter. Fallen from grace: Stigmatizing the medical profession (with M. Raynard).

Paper session. OMT. Atlanta, GA.

#### **OTHER CONFERENCES AND WORKSHOPS**

- 2025. Presenter. Affirmative (distr)action: How caste-based inclusion initiatives amplify stigma (with B. Deka Kalita). The Seventh Triennial Alberta Institutions Conference. Banff, Canada. The 41st EGOS Colloquium. Athens, Greece.
- 2025. Presenter. Phoenix rising from its own ashes: The role of hope in shaping positive social change (with L. Dong, & C. Zhou)\*. The Seventh Triennial Alberta Institutions Conference. Banff, Canada. The 41st EGOS Colloquium. Athens, Greece.
- 2025. Presenter. Help the poor? Firms' investment in poverty alleviation (with C. Meng, & A. Hillman). The Inaugural ASU-HKU Interdisciplinary Conference on Stakeholders, Society and Governance. Hong Kong, China.
- 2024. Presenter. Emotions unleashed: How do organizational reputations shape audiences' emotional responses to organizational wrongdoing (with C. Zhou, & J. Bundy)\*. The 44th SMS Annual Conference. Istanbul, Turkey.
- 2023. Presenter. Multi-national corporations and image washing: Managing global legitimacy in cross-border institutionally complex environments (with A. Rainville, & X. Wang)\*. The 43rd SMS Annual Conference. Toronto, Canada.
- 2023. Symposium Organizer. Governance of institutions: Managing the logic and order of corporations in China (with S. Yan). The 10th IACMR Biennial Conference. Hong Kong, China.
- 2017. Presenter. Socializing the market: Institutional de-composition and re-composition during Chinese marketization (with C. Steele)\*. The 33rd EGOS Colloquium. Copenhagen, Denmark.

\* Presented by co-authors.

#### **PROFESSIONAL SERVICE**

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##### **EDITORIAL SERVICE**

###### **Editorial Leadership**

- Deputy Editor, *Management and Organization Review* (2026–present)
- Senior Editor, *Management and Organization Review* (2024–2025)
- Guest Editor, *Research in the Sociology of Organizations* (2024–2026)

###### **Board Memberships**

- *Administrative Science Quarterly* (2025–present)
- *Research in the Sociology of Organizations* (2025–present)
- *Organization Studies* (2022–present)
- *Management and Organization Review* (2022–2024)

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

- *Academy of Management Journal*, *Academy of Management Review*, *American Sociological Review*, *Information and Organization*, *Journal of Business Ethics*, *Journal of Business Venturing*, *Journal of Management Studies*, *Organization*, *Organization & Environment*, *Organization Science*, *Strategic Entrepreneurship Journal*, *Strategic Management Journal*, *Strategic Organization*, *Work and Occupations*;

#### **ACADEMIC COMMUNITY ACTIVITIES**

- 2026–present. Representative-at-Large for Americas. IACMR.
- 2026. Panelist. OMT global consortium. Doing organizational research around the world, AOM. Philadelphia, PA.
- 2025. Panelist. OMT doctoral student consortium, AOM. Copenhagen, Denmark.
- 2025. Committee Member. MOR best paper award of Chinese theory of management.
- 2024. Mentor. OMT doctoral student consortium, AOM. Chicago, IL.
- 2024. Panelist. Improving review quality workshop, IACMR. Virtual.
- 2023. Panelist. OMT doctoral student consortium, AOM. Boston, MA.
- 2023. Panelist. SIM doctoral student consortium, AOM. Boston, MA.
- 2022. Panelist. How to navigate the academic job market, AOM SIM. Virtual.
- 2022. Discussant. Junior faculty research forum, CMSC. Virtual.
- 2022. Panelist. The inaugural macro research forum, IACMR. Virtual.
- 2021. Guest Speaker. New doctoral student consortium, AOM. Virtual.
- 2021. Mentor. Doctoral student workshop, CMSC. Virtual.

#### **ARIZONA STATE UNIVERSITY W. P. CAREY SCHOOL OF BUSINESS**

- 2025 Spring. 2024 Spring. 2023 Spring. Member. PhD selection and recruiting committee.
- 2024 Fall. 2022 Fall. Member. Macro faculty recruiting committee.
- 2023 Spring. Chair. 2022 Spring. Member. Postdoctoral scholar search committee.
- 2022 Fall–2023 Spring. Member. Micro Meets Macro conference organizing committee.

#### **UNIVERSITY OF ALBERTA SCHOOL OF BUSINESS**

- 2017–2018. Vice president. Business Doctoral Association.
- 2017. Chair. 2016. Departmental representative. School of Business Annual PhD Research Conference organizing committee.

#### **MISCELLANY**

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##### **LANGUAGE**

- English (fluent); Mandarin Chinese (native); French (reading knowledge).

##### **ROCK AND ROLL**

- Swing (band), vocal & rhythm guitar, 2006–2009; Lost Melody (music program), DJ, Zhejiang University Broadcasting Station, 2006–2008; Occasional street and pub singer, 2006–2010.