

# MILO S. WANG

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## ACADEMIC EMPLOYMENT

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### ARIZONA STATE UNIVERSITY

2021– Assistant Professor of Management

## EDUCATION

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### UNIVERSITY OF ALBERTA

2015–2021 Ph.D. in Strategic Management and Organization

### UNIVERSITY OF CAMBRIDGE

2018 Fall Visiting Doctoral Student

### UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

2012–2013 Doctoral Student in History

### ZHEJIANG UNIVERSITY

2010–2012 M.A. in World History with Honors

2006–2010 B.A. in History with Honors

## SELECTED PUBLICATIONS

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1. Wang, M.S., & Steele, C. Forthcoming. From foe to friend: Exploring state-led destigmatization. *Administrative Science Quarterly*.
2. 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*.
  - Media coverage: *AOM Insights*.
3. 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*.
4. 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.

- Translated into Chinese and reprinted in *Journal of Comparative Studies*, 2023(5).
5. 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.
    - #2 of most-read articles published in *AMA* during 2021.
  6. Wang, M.S., Steele, C., & Greenwood, R. 2019. Mentalités and events: Historicizing institutional logics (dialogue). *Academy of Management Review*, 44(2): 473–476.
  7. 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.
    - #2 of most-read articles published in *AMA* during 2019.

## TEACHING EXPERIENCE

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### COURSES TAUGHT AT ARIZONA STATE UNIVERSITY

- *Environmental, Social, and Governance*, EMBA, Spring 2023–
- *Strategic Management*, Undergraduate Capstone, Spring 2022–

### 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

- Chuqiao Zhou, Supervisor, ASU (Postdoc; PhD, Erasmus University), 2023–2025
- Kristen Raney, Committee Member, ASU, 2023–2024
- Runjia Zhang, Committee Member, Peking University, 2023–
- Nontuthuzelo Mashaba, Thesis Examiner, NEOMA Business School, 2023

### DBA STUDENT SUPERVISION AT ASU/SAIF

- Haibin Su, Chairman, Silake Precision Industry Co., Ltd., Co-Chair, 2023–
- Li Feng, President, Shunli Technology Co., Ltd., Co-Chair, 2023–
- Xiruo Wang, Vice President, Alibaba Group Holding Limited, Committee Member, 2022–
- Hao He, CEO, United Mechanical & Electrical Co., Ltd., Co-Chair, 2022–2024

## CONFERENCES AND PRESENTATIONS

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### ACADEMY OF MANAGEMENT ANNUAL MEETINGS

#### Sessions Organized

- 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). OMT, MH, ODC. Presenter symposium. 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, Facilitators, and Other Roles**

- 2023. Workshop facilitator. Expanding the tainted tent: Bringing new perspectives and theory to organizational stigma research. OMT. Boston, MA.
- 2023. Symposium 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. Workshop facilitator. Stigma versus stigmatization: Differentiating stigma from its processes. OMT. Seattle, WA.
- 2022. Symposium presentation. History work in history books: How the history is strategically reconstructed (with R.J. Zhang). OMT, MH, ODC. Seattle, WA.
- 2022. Symposium chair. Different cultures, different dynamics? Driving forward a community perspective of social innovation. Panel symposium. OMT, SIM. Seattle, WA.
- 2019. Symposium presentation. From scandal to stigma: Institutional side effects of impression management strategies (with R.R. Zhang, & R. Greenwood). OMT, SAP. Boston, MA.
- 2019. Paper presentation. Corruption and entrepreneurial firm performance: The moderating role of mindset and social capital (with Y. Wei)\*. ENT. Boston, MA.
- 2019. Symposium presentation. The logics of history and the historicity of logics (with C. Steele)\*. OMT. Boston, MA.
- 2018. Workshop facilitator. Topic modeling: A hands-on approach to analysis and theory building. OMT, STR. Chicago, IL.
- 2018. Paper presentation. Containing stigma spillover: The effectiveness of the scapegoating strategy (with R.R. Zhang)\*. OMT. Chicago, IL.
- 2017. Paper presentation. Fallen from grace: Stigmatizing the medical profession (with M. Raynard). OMT. Atlanta, GA.

## **PROFESSIONAL SERVICE**

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### **EDITORIAL SERVICE**

#### **Editorial Leadership**

- Senior editor, *Management and Organization Review* (2024–2025)

#### **Board Memberships**

- *Organization Studies* (2022–2025)
- *Management and Organization Review* (2022–2024)

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

- *Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, American Sociological Review, Information and Organization, Journal of Business Ethics, Journal of Business Venturing, Journal of Management Studies, Organization & Environment, Organization Science, Strategic Entrepreneurship Journal, Strategic Management Journal, Work and Occupations; Cambridge University Press; Academy of Management Annual Meeting, Strategic Management Society Annual Conference*

#### **ACADEMIC COMMUNITY ACTIVITIES**

- 2024. Mentor. OMT doctoral student consortium, AOM OMT Division. Chicago, IL.
- 2023. Mentor/Panelist. OMT doctoral student consortium, AOM OMT Division. Boston, MA.
- 2023. Panelist. SIM doctoral student consortium, AOM SIM Division. Boston, MA.
- 2022. Panelist. How to navigate the academic job market, AOM SIM Division. 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**

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