

# MILO S. WANG

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## ACADEMIC EMPLOYMENT

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### ARIZONA STATE UNIVERSITY

2021– Assistant Professor, Department of Management and Entrepreneurship  
2024– 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 PUBLICATIONS

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1. Wang, M.S., & Steele, C. 2024. From foe to friend: Exploring state-led destigmatization. *Administrative Science Quarterly*, 69(4): 839–880.
  - Rewritten in an abbreviated version and printed in *Management Insights* (2025).
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*, 49(4): 799–823.
  - 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): 188–212.
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., & Lounsbury, M. 2021. Cultural encounters: A practice-driven institutional approach to the study of organizational culture. *Research in the Sociology of Organizations*, 71(*On practice and institution: New empirical directions*): 165–198.
7. 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.
8. Wang, M.S., Steele, C., & Greenwood, R. 2019. Mentalités and events: Historicizing institutional logics (dialogue). *Academy of Management Review*, 44(2): 473–476.
9. 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–

### PHD STUDENT AND POSTDOC SUPERVISION

- Runjia Zhang, External Committee Member (Peking University), 2023–
- Chuqiao Zhou, Supervisor, 2023–
- Kristen Raney, Committee Member, 2023–2024 (Placement: Postdoc, University of Virginia)

### DBA STUDENT SUPERVISION AT ASU/SAIF

- Shifeng Zheng, Co-Chair, New Hope Dairy Co. (Board Secretary), 2024–
- 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

- 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). 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**

- 2024. Workshop facilitator. Accessing and publishing with Chinese data: Researching Chinese organizations in uncertain times. AAM. Chicago, IL.
- 2024. Symposium presentation. From protests to profits: Exploring the unintentional effects of social activism on entrepreneurship (with L. Xu, S. Hiatt, & D. Park). OMT, SIM. Chicago, IL.
- 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.

### **OTHER CONFERENCES AND WORKSHOPS**

- 2024. Paper presentation. Emotions unleashed: How do organizational reputations shape audiences' emotional responses to organizational wrongdoing (with C. Zhou, & J. Bundy)\*. SMS

Annual Conference. Istanbul, Turkey.

- 2023. Paper presentation. Multi-national corporations and image washing: Managing global legitimacy in cross-border institutionally complex environments (with A. Rainville, & X. Wang)\*. SMS Annual Conference. Toronto, Canada.
  - 2023. Symposium organizer. Governance of institutions: Managing the logic and order of corporations in China (with S. Yan). Hybrid symposium, IACMR Biennial Conference. Hong Kong, China.
  - 2017. Paper presentation. 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

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

#### Board Memberships

- *Administrative Science Quarterly* (2024–2026)
- *Organization Studies* (2022–2025)
- *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 & 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.
- 2024. Panelist. Improving review quality, IACMR. Virtual.
- 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 Fall. Member. Macro faculty recruiting committee.

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