

MILO S. WANG

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ACADEMIC EMPLOYMENT AND AFFILIATIONS

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

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

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. Wang, M.S., †Zhang, R., & Voronov, M. In press. Building bridges in the digital age: How online platforms foster trust during a crisis. *Organization Studies*.
 - Media coverage: *Harvard Business Review*, *NetEase*, *Tencent*, *36Kr*.
3. Wei, Y., Wang, M.S., & Liu, J. In press. Generational imprints: A contingency approach to corruption and entrepreneurship. *Strategic Entrepreneurship Journal*, 19(3): 529–560.
4. †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.

5. Wang, M.S., Lounsbury, M., Chen, X., & †Ren, Y. 2025. Change, governance, and diffusion of institutional logics in and beyond Chinese contexts. *Management and Organization Review*, 21(3): 417–442.
 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 Social Science, general.
 - 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 *AMJ* during 2021.
 11. 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.
 12. Wang, M.S., Steele, C., & Greenwood, R. 2019. Mentalités and events: Historicizing institutional logics (dialogue). *Academy of Management Review*, 44(2): 473–476.
 13. 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 *AMJ* during 2019.
- † PhD student or postdoc fellow at project start.

BOOK CHAPTERS AND PRACTITIONER PUBLICATIONS

14. Bundy, J., & Wang, M.S. 2025. Reputation dynamics: Understanding the reputation buffer and burden. In Younger, R., & Zavvalova, A. (Eds.), *The Oxford Handbook of Organizational Social Evaluations*: 148–164. Oxford: Oxford University Press.
15. Wang, M.S. 2025. Stigmatization in and around organizations. In *Oxford Research Encyclopedia of Business and Management*: doi: 10.1093/acrefore/9780190224851.013.476.
16. Wang, M.S., †Zhang, R., & Voronov, M. 2025. How Tencent built trust with users during a

moment of upheaval. *Harvard Business Review*, April 17.

17. Wang, M.S., & Lounsbury, M. 2021. Cultural encounters: A practice-driven institutional approach to the study of organizational culture. In *On Practice and Institution: New Empirical Directions* (*Research in the Sociology of Organizations*, 71): 165–198.
18. 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.
19. 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

- 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 Jockey Club ESG Research Institute, HKU Business School, 2024–
- 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

COURSES TAUGHT AT ARIZONA STATE UNIVERSITY

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

- 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

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

- Nicole Ni, Co-Chair, Shanghai Advanced Institute of Finance (Assistant Dean), 2024–present
- Li Feng, President, Shunli Technology Co., Ltd., Co-Chair, 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

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). 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

- 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. 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

EDITORIAL SERVICE

Editorial Leadership

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

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; Cambridge University Press; Academy of Management Annual Meeting, Strategic Management Society Annual Conference*

ACADEMIC COMMUNITY ACTIVITIES

- 2025. Panelist. OMT doctoral student consortium, AOM OMT. Copenhagen, Denmark.
- 2025. Committee member. MOR Best paper award of Chinese theory of management.
- 2024. Mentor. OMT doctoral student consortium, AOM OMT. Chicago, IL.
- 2024. Panelist. Improving review quality workshop, IACMR. Virtual.
- 2023. Panelist. OMT doctoral student consortium, AOM OMT. Boston, MA.
- 2023. Panelist. SIM doctoral student consortium, AOM SIM. 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.

MISCELLANY

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.