

# MILO S. WANG

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## ACADEMIC EMPLOYMENT AND AFFILIATIONS

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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 ARTICLES

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1. 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*.
2. 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* (2024).
3. 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* as one of the most-clicked Insights summaries in 2024.
4. 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*.
5. 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.
  6. 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 the most-read articles published in *AMA* during 2021.
  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. Hannigan, T., Haans, R., Vakili, K., Tchaljian, 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 the most-read articles published in *AMA* during 2019.

## BOOK CHAPTERS, DIALOGUES, AND OTHER PUBLICATIONS

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9. Wang, M.S., Lounsbury, M., Chen, X., & Ren, Y. In press. Change, governance, and diffusion of institutional logics in and beyond Chinese contexts. *Management and Organization Review*.
10. Wang, M.S. In press. Stigmatization in and around organizations. In *Oxford Research Encyclopedia of Business and Management*. Oxford University Press.
11. Bundy, J., & Wang, M.S. In press. Reputation dynamics: Understanding the reputation buffer and burden. In *The Oxford Handbook of Organizational Social Evaluations*. Oxford University Press.
12. Zhou, C., Wang, M.S., & Zhang, R. In press. Parasitized functionaries: An extension to Rintamäki, Parker, and Spicer’s “institutional parasites” (dialogue). *Academy of Management Review*.
13. 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.
14. 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.
15. Wang, M.S., Steele, C., & Greenwood, R. 2019. Mentalités and events: Historicizing institutional logics (dialogue). *Academy of Management Review*, 44(2): 473–476.

## AWARDS, GRANTS, AND HONORS

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- Affiliated Researcher, HKU Jockey Club ESG Research Institute, HKU Business School, 2024–
- Dean’s Distinguished Visiting Fellow, School of Management, Zhejiang University, 2024
- The New Governance Lab Research Grant, W. P. Carey School of Business, 2024, 2022

- The Department of Management Data Grant, W. P. Carey School of Business, 2024, 2023
- 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

- *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

- 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

- Shifeng Zheng, Co-Chair, New Hope Dairy Co. (Board Secretary), 2024–
- Nicole Ni, Co-Chair, Shanghai Advanced Institute of Finance (Assistant Dean), 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). 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**

- 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). 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. 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). Symposium. OMT, MH, ODC. Seattle, WA.
- 2022. Chair. Different cultures, different dynamics? Driving forward a community perspective of social innovation. Symposium. OMT, SIM. Seattle, WA.
- 2019. Presenter. From scandal to stigma: Institutional side effects of impression management strategies (with R.R. Zhang, & R. Greenwood). 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)\*. 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.
- 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.

### **INVITED SCHOLARLY TALKS**

- 2025. Johnson Graduate School of Management, Cornell University. Ithaca, NY.
- 2025. HKU Business School, University of Hong Kong. Hong Kong, China
- 2024. School of Management, Zhejiang University. Hangzhou, China.
- 2023. Alberta School of Business, University of Alberta. Edmonton, Canada.
- 2022. School of Labor and Human Resources, Renmin University of China. Virtual.
- 2021. Guanghua School of Management, Peking University. Virtual.

### **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* (2025–2026)
- *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**

- 2025. Mentor. OMT doctoral student consortium, AOM OMT. Copenhagen, Denmark.
- 2024. Mentor. OMT doctoral student consortium, AOM OMT. Chicago, IL.
- 2024. Panelist. Improving review quality workshop, IACMR. Virtual.
- 2023. Mentor/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**

- 2023–2025. Member. PhD selection and recruiting committee.

- 2024. 2022. Member. Macro faculty recruiting committee.
- 2023. Chair. 2022. Member. Postdoctoral scholar search committee.
- 2022–2023. 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.