

# YOUYI (EMMA) SU

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## EDUCATION

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Mississippi State University, Starkville, MS, United States Ph.D., Management (Strategy/Entrepreneurship)	2015-2019
University of British Columbia, Vancouver, Canada M.S., Business Administration	2008-2010
Nanyang Technological University, Singapore M.S., Knowledge Management	2006-2008
Chongqing Jiaotong University, Chongqing, China B.A., English	1998-2002

## PROFESSIONAL AND ACADEMIC EXPERIENCE

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<b>University of Dayton, College of Business</b> Assistant professor	August 2019 – Present
<b>Mississippi State University, College of Business</b> Instructor	2017-2019
<b>Sauder School of Business, University of British Columbia</b> Program development manager	2011-2013

## RESEARCH INTERESTS

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- Corporate diversification
- Corporate social responsibility
- Entrepreneurship
- Family businesses
- Knowledge management

## REFEREED JOURNAL PUBLICATIONS

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[Total citations as of January 1, 2024: Google Scholar: 449; *h*-index=9; *i10*-index=9]

Skorodziyevskiy, V., Sherlock, C., Su, E., Chrisman, J., Dibrell, C. (in press). Strategic change in family firms: A review from an institutional environmental and firm size perspective. *Family Business Review*. [Impact factor: 8.8, ABDC A journal]

- Wang, Z., Randolph, R., Su, E., & Memili, E. (2023). How does the founding family matter in corporate governance? A study of the entrenchment heterogeneity among S&P 1,500 firms. *Journal of Business Research*, *154*, 113362. [Impact factor: 11.3, ABDC A journal]
- Fu, Y., Lee, C.-C., Dai, W., Su, E. (2023). When do second-generation returnees affect family firms' entrepreneurial risk-taking? The moderating role of managerial discretion. *Emerging Markets Finance and Trade*. [Impact factor: 4.0, ABDC B journal]
- Su, E., & Daspit, J. J. (2021). Knowledge management in family firms: A systematic review, integrated insights, and future research opportunities. *Journal of Knowledge Management*, *26*(2), 291–325. [Impact factor: 7.0, ABDC A journal]
- Dou, J., Su, E., Li, S., & Holt, D. (2021). Transgenerational entrepreneurship in entrepreneurial families: What is explicitly learned and what is successfully transferred? *Entrepreneurship & Regional Development*, *33*(5-6), 427–441. [Impact factor: 5.6, ABDC A journal]
- You, X., Jia, S., Dou, J., & Su, E. (2020). Is organizational slack honey or poison? Experimental research based on external investors' perception. *Emerging Markets Review*, *44*, 100698. [Impact factor: 4.8, ABDC A journal]
- Dou, J., Wang, N., Su, E., Fang, H., & Memili, E. (2020). Goal complexity in family firm diversification: Evidence from China. *Journal of Family Business Strategy*, *11*(1), 100310. [Impact factor: 7.2, ABDC B journal]
- Dou, J., Jacoby, G., Li, J., Su, E., & Wu, Z. (2019). Family involvement and family firm internationalization: The moderating effects of board experience and geographical distance. *Journal of International Financial Markets, Institutions and Money*, *59*, 250–261. [Impact factor: 4.0, ABDC A journal]
- Dou, J., Su, E., & Wang, S. (2019). When does family ownership promote proactive environmental strategy? The role of the firm's long-term orientation. *Journal of Business Ethics*, *158*(1), 81–95. [Impact factor: 6.1, ABDC A journal]
- Dou, J., Zhang, Z., & Su, E. (2014). Does family involvement make firms donate more? Empirical evidence from Chinese private firms. *Family Business Review*, *27*(3), 259–274. [Impact factor: 8.8, ABDC A journal]
- Su, E., & Carney, M. (2013). Can China's family firms create intellectual capital? *Asia Pacific Journal of Management*, *30*(3), 657–675. [Impact factor: 5.4, ABDC A journal]
- Su, E., & Dou, J. (2013). How does knowledge sharing among advisors from different disciplines affect the quality of the services provided to the family business client?

An investigation from the family business advisor's perspective. *Family Business Review*, 26(3), 256–270. [Impact factor: 8.8, ABDC A journal]

## **BOOK CHAPTERS**

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Su, E., Holt, D., & Pollack, J. (2019). The distribution of family firm performance heterogeneity: Understanding power law distributions. In Memili, E., & Dibrell, C. *Palgrave Handbook of Heterogeneity among Family Firms*.

Su, E. (2013). The impact of knowledge sharing on the growth of family businesses in China: The role of Chinese culture. In Smyrniotis, K., Poutziouris, P., & Goel, S. *Handbook of Research on Family Business (2nd Edition)*. Edward Elgar Publishers.

## **MANUSCRIPTS UNDER REVIEW OR REVISE & RESUBMIT**

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Su, E., Wang, Zhonghui., Fang, Hangqin., & Chrisman, James. A firm's diversification choice: The effects of family management and firm age  
Status: Under review with *Strategic Management Journal*. [Impact factor: 8.3, ABDC A\* journal]

Fu, Ying., Li Jinzhan., & Su, E. The impact of second-generation involvement on norm-conforming environmental initiatives in family firms: The motivation and ability perspective  
Status: Under first revise and resubmit with *Family Business Review*. [Impact factor: 8.8, ABDC A journal]

Su, E., & Dou, J. How does parent-child relationship affect a child's internal succession versus external entrepreneurial intention in a family firm?  
Status: Under review with *Journal of Family and Economic Issues*. [Impact factor: 2.4, ABDC B journal]

Fu, Ying., Su, E., & Dou, J. The influence of family commitment on corporate entrepreneurship: Exploring the mediating role of a firm's long-term orientation  
Status: Under review with *Journal of Family Business Strategy*. [Impact factor: 7.2, ABDC B journal]

Su, E., & Li, Z. The impact of entrepreneurs' military experience on small business exit: A Conservation of Resources Perspective.  
Status: Under second review with *Journal of Business Research*. [Impact factor: 11.3, ABDC A journal]

Dou, J., Zhang, X., You, X., & Su, E. The dark-side effect of family management on corporate charitable donations in emerging markets: Evidence from China.  
Status: Under second review with *Journal of International Financial Management & Accounting*. [Impact factor: 5.1, ABDC B journal]

## SELECTED WORK IN PROGRESS

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- Su, E., Wang, Zhonghui., Fang, Hanqing., & Chrisman, J. An investigation of family firms' risk preferences in corporate entrepreneurship
- Su, E., & Dou, J. Antecedents of next generation's entrepreneurial entry mode: A review and agenda for future research
- Su, E., & Ellen III, P. An empirical assessment of the validity and reliability of the socioemotional wealth (SEW) concept
- Joo, Harry., & Su, E. Best-practice recommendations for handling non-normally distributed data
- Kiewitz, Christian., & Su, E. Entrepreneurial stress: Implications of the resource-based view and conservation of resources theory for entrepreneurs' resource-related stress
- Wang, Z., Memili, E., Su, E., & Li, Z. When does the founding family mitigate managerial entrenchment in publicly traded firms? An intraorganizational power analysis

## CONFERENCE PAPER PRESENTATIONS

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(\* presenting author)

- Su, E.\*, & Li, Z. The impact of entrepreneurs' military experience on small business exit: Evidence from the U.S. Paper presented at the *Academy of Management Annual Meeting*, Boston, Massachusetts. August 7, 2023.
- Dou, J., Zhang, X., You, X., & Su, E.\* The dark-side effect of family management on corporate charitable donations in emerging markets: Evidence from China. Paper presented at the *PDW "Accelerating Research in Family Entrepreneurship for the Creation of a Better World," Academy of Management Annual Meeting*, Seattle, Washington. August 6, 2022.
- Wang, Z.\*, Memili, E., Su, E., & Li, Z. When does the founding family mitigate managerial entrenchment in publicly traded firms? An intraorganizational power analysis. Paper presented at the *Academy of Management Virtual meeting*, 2021.
- Dou, J., Wang, N.\*, Su, E., Fang, F., & Memili, E. Goal complexity in family firm diversification: Evidence from China. Paper presented at the *14<sup>th</sup> International Symposium on Entrepreneurship and Family Business*, Hangzhou, China. October 2018.
- Su, E.\* An intergenerational solidarity perspective on next generation's succession intention in family firms. Paper presented at the *Mid-South Management Research Consortium*, Starkville, Mississippi. February 2018.

- Su, E.\*, & Chrisman, J. J. How does diversification strategy differ among different types of family firms? Paper presented at the *Academy of Management Annual Meeting*, Atlanta, Georgia. August 2017.
- Holt, D.\*, Su, E.\*, Pearson, A., Lucianetti, L., & Orr, J. An empirical assessment of the validity and reliability of the socioemotional wealth (SEW) concept. Poster presented at the *Family Enterprise Research Conference*, Asheville, North Carolina. June 2017.
- Dou, J., Wang, N.\*, & Su, E. Why do family firms differ from one another in their diversification behaviors? An inconsistent mediation model from the SEW perspective. Paper presented at the *International Family Enterprise Research Academy*, Zadar, Croatia. June-July 2017.
- Su, E.\*, & Dou, J. How does family ownership influence a firm's pursuit of a proactive environmental strategy? The role of the firm's long-term orientation. Paper presented at the *Southern Management Association Conference*, Charlotte, North Carolina. October 2016.
- Dou, J., Su, E.\*, & Huang, Q. Mechanisms underlying the impact of family involvement on a firm's proactive environmental strategy. Paper presented at the *Academy of Management Annual Meeting*, Anaheim, California. August 2016.
- Su, E., & Houshmand, M.\* Revenge in family-owned businesses. Paper presented at the *Academy of Management Annual Meeting*, Montreal, Canada. August 2010.
- Su, E.\* When knowledge sharing will reduce conflict: An analysis of the relationship between knowledge sharing and conflict in the business family. Paper presented at the *Sauder School of Business OBHR Division Seminar, University of British Columbia*, Vancouver, Canada. March 2010.
- Su, E.\* The impact of knowledge sharing on the growth of family businesses in Wenzhou, P.R. China. Paper presented at the *International Family Enterprise Research Academy*, Lancaster, United Kingdom. July 2010.
- Su, E.\*, & Houshmand, M.\* The antecedents and outcomes of the next generation's psychological ownership of the family business. Poster presented at the *International Family Enterprise Research Academy*, Lancaster, United Kingdom. July 2010.
- Houshmand, M.\*, & Su, E. What happens to the family after business revenge? A study on the consequences of revenge on family relations. Paper presented at the *International Family Enterprise Research Academy*, Lancaster, United Kingdom. July 2010.

## **AWARDS AND HONORS**

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**Summer Research Grants-In-Aid**, School of Business Administration,  
University of Dayton

2023

<b>Summer Research Grant</b> , School of Business Administration, University of Dayton	2023
<b>Outstanding Reviewer for the Strategic Management Division</b> , Academy of Management	2022
<b>Outstanding Reviewer for the Strategic Management Division</b> , Academy of Management	2018
<b>Graduate School Hall of Fame Scholars</b> (awarded to outstanding graduate students who have made significant contributions to the growth of the school through outstanding research), Mississippi State University	2018
<b>2018 Ph.D. Graduate Research Assistant of the Year Nominee</b> , Mississippi State University	2018
<b>Outstanding Doctoral Student Research Award</b> , College of Business, Mississippi State University	2018
<b>Summer Research Grant</b> , Department of Management and Information Systems, College of Business, Mississippi State University	2018
<b>Best Paper Award</b> , Family Enterprise Research Conference	2017
<b>Travel Grant</b> , Mississippi State University	2016 & 2017
<b>Graduate Assistantship Scholarship</b> , College of Business, Mississippi State University	2015-Present

## **PROFESSIONAL SERVICE**

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### **Ad hoc reviewer**

Academy of Management Conference	2015-Present
<i>Family Business Review</i>	2023
<i>Management and Organization Review</i>	2023
<i>Journal of Knowledge Management</i>	2023
<i>Journal of Family Business Strategy</i>	2022, 2023
<i>Asian Business &amp; Management</i>	2021, 2022
Southern Management Association	2021, 2022
<i>Energy Economics</i>	2020, 2021
<i>Journal of Small Business Management</i>	2021
Family Enterprise Research Conference	2020
<i>Journal of Family Business Managemnet</i>	2019
R&D Management Conference	2018
Family Enterprise Research Conference	2017
Special Issue of the <i>Journal of Business Research</i> : Family firm heterogeneity	2017

Special Issue of the <i>Asia Pacific Journal of Management</i> : Familial organizations and international business: Individual, organizational and institutional variety in and beyond Asia	2017
<i>International Journal of Entrepreneurial Behavior &amp; Research</i>	2017
<b>Moderator</b>	
Entrepreneurial Exit or Failure 2, Academy of Management	2023
Entrepreneurship Division Global Scholar Development Committee event, Academy of Management	2021
<b>Discussant</b>	
“Family business, innovation, and growth” session, Academy of Management	2017
<b>Volunteer</b>	
Academy of Management Placement	2016 & 2017

## **PROFESSIONAL DEVELOPMENT**

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Third Annual L.I.F.E. Research Conference on Faith & Entrepreneurship (Online) – Farmer School of Business, Miami University	April 2023
Advanced Teaching & Learning Scholars (ATLS) session: Inclusive Pedagogy – Academy of Management	March 2023
SBA Inclusive Excellence Workshop – School of Business Administration, UD	November 2023
Teaching and Learning Conference – Academy of Management	August 2022
Management Education Development (MED) Junior Faculty and Doctoral Students Consortium – Academy of Management	August 2022
E-Learning Fellows Program – Center for Online Learning, UD	Jan – July 2022
California Entrepreneurship Educators Conference (Online) – Fowler College of Business, San Diego State University	April 2022
Second Year Faculty Retreat – Office of the Provost, UD	March 2022
Evaluate before you duplicate (Online) – Center for Online Learning, UD	2021
Creating graphics to enhance your teaching (Online) – Center for Online Learning, UD	2021
Teaching with the power of a story (Online) – Center for Online Learning, UD	2021

California Entrepreneurship Educators Conference (Online) – Fowler College of Business,  
San Diego State University 2020

Research Forum, Chinese Management Scholars Community (CMSC) – Academy of  
Management 2018

Doctoral Consortium, Organizations and the Natural Environment (ONE) – Academy of  
Management 2017

Doctoral Consortium, Research Methods Division, Academy of Management 2016

### **PROFESSIONAL AFFILIATIONS**

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- Academy of Management