

## Bilian Ni Sullivan

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### EDUCATION

**Ph.D.** Graduate School of Business, Stanford University, June, 2003

**M.A.** Graduate School of Business, Stanford University, June, 2000

### ACADEMIC EXPERIENCE

Associate Professor of Management, School of Business and Management, The Hong Kong University of Science and Technology (HKUST), 2010 - present.

Assistant Professor of Management, School of Business and Management, The Hong Kong University of Science and Technology (HKUST), 2003 - 2010.

Teaching Assistant, University of Illinois at Chicago, August 1991-May 1994.

### PROFESSIONAL EXPERIENCE

Project Manager: Research and Development Department, Information Resources Inc. (IRI), Chicago, IL. 1996-1997

Research Associate and Research Project Manager: NCI Research, an affiliate of Kellogg Graduate School of Management of Northwestern University, Evanston, IL. 1994 - 1996.

Statistical Consultant: Statistical analysis and data management for health care projects in Nursing School, University of Illinois at Chicago. 1995.

### RESEARCH

#### 1. List of Research Publications

##### (a) Papers published in, or accepted by, referred journals

Sullivan, Bilian N. and Yi Tang. Forthcoming. Small-World Networks, Absorptive Capacity, and Firm Performance: Evidence from the U.S. Venture Capital Industry. *International Journal of Strategic Change Management*. ([Download here](#))

Sullivan, Bilian N. 2010. Competition and Beyond: Problems and Attention Allocation in the Organizational Rulemaking Process. *Organization Science*, 21: 432-450. (2007 Impact Factor: 3.130) ([Download here](#))

Morris, M., Podolny, J. & Sullivan, B.N. 2008. Culture and Coworker Relations: Interpersonal Patterns in American, Chinese, German, and Spanish Divisions of a Global Retail Bank. *Organization Science*, 19: 517-532. (2007 Impact Factor: 3.130) ([Download here](#))

Sullivan, B. N., Haunschild, P. & Page, K. 2007. "Organizations non-gratae?: The impact of unethical corporate behavior on interorganizational networks." *Organization Science*, 18: 55-70. (2007 Impact Factor: 3.130) ([Download here](#))

Augier, M., March, J. G. and Sullivan, B.N. (alphabetically ordered). 2005. Notes on the Evolution of a Research Community: Organization Studies in Anglophone North America, 1945-2000. *Organization Science*, 16: 85-95. (2007 Impact Factor: 3.130) ([Download here](#))

Jost, J. T., Pelham, B.W., Sheldon, O. and Sullivan, B.N. 2003. Social inequality and the reduction of ideological dissonance on behalf of the system: Evidence of enhanced system justification among the disadvantaged. *European Journal of Social Psychology*, 33: 13-36. (2007 Impact Factor: 1.570) ([Download here](#))

Haunschild, P. and Sullivan, B.N. 2002. Learning from complexity: Effects of accident / incident heterogeneity on airline learning. *Administrative Science Quarterly*, 47: 609-643. (2007 Impact Factor: 2.912) ([Download here](#))

## **(b) Book chapters and conference proceedings**

Sullivan, B.N. and Stewart, D. G. Divergence in Status Evaluation: Theoretical Implications for a Social Construction View of Status Building (Forthcoming) In *Status, Organization and Management* ed. Pearce, J., Cambridge University Press

Augier, M., March, J. G. and Sullivan, B.N. (alphabetically ordered). 2008. Notes on the Evolution of a Research Community: Organization Studies in Anglophone North America, 1945-2000. In *Explorations in Organizations* by James G. March.

Sullivan, B. N. and Tang, Yi. 2008. Conformity for Legitimacy: A Perspective from the Learning Model of Firm Risk-taking. *Best Paper Proceedings*, Academy of Management Meetings, Anaheim.

Sullivan, B. N. and Tang, Y. 2007. The Contingent Role of Small World Networks on Firm Performance: Evidence from Venture Capital Firms. *AOM Best Paper Proceedings*, Philadelphia.

Haunschild, P. and Sullivan, B.N. Learning from complexity : Effects of accident/incident heterogeneity on airline learning. Toronto, Canada, August, 2000. *AOM Best Paper Proceedings*.

**(c) Papers published in, or accepted by, refereed conferences**

Sullivan, B. N. and Tang, Y. "Small-World Network Imprinting, Subsequent Firm Adaptation and Firm Performance". To be presented at the Academy of Management Meetings, Montréal, 2010

Chua, R., Sullivan, B. N. and Morris, M. Compelled to Help: Effects of Direct and Indirect Exchange on Perceived Obligation in Professional Networks. Presented at the Academy of Management Meetings, Chicago, 2009.

Tang, Y., Sullivan, B. N. and Kuilman, J. Help or Hindrance? The Impact of Identity Focus on Network Dynamics in the Hong Kong Film Industry, 1981-1997. Presented at the Academy of Management Meetings, Chicago, 2009.

Sullivan, B. N. & Tang, Y. 2008. Conformity for Legitimacy: A Perspective from the Learning Model of Firm Risk-taking. Presented at the Academy of Management Meetings, Anaheim.

Page, K. & Sullivan, B. (alphabetically ordered). 2008. Learning from Partner Experiences or Own Experiences? An Empirical Analysis of Organizational Learning from Successes and Failures in Repeated Closed-Bid Auctions. Presented at the Academy of Management Meetings, Anaheim.

Sullivan, B. N. & Tang, Y. The Contingent Role of Small World Networks on Firm Performance: Evidence from Venture Capital Firms. Presented at the Academy of Management Meetings, Philadelphia, 2007

Sullivan, B. N. & Stewart, D. Divergence in Status Evaluation: Theoretical Implications for a Social Construction View of Status Building. Presented at the Academy of Management Meetings, Philadelphia, 2007

Sullivan, B. N. & Tang, Y. "R&D Collaborations under Environmental Uncertainty: The Influences of Interfirm Network Structures". Presented at the Academy of Management Meetings, Philadelphia, 2007

Sullivan, B. N., Tang, Y. & Haunschild, P. Signals for Newcomers: Learning Capability and Firm Networks in Formation of Strategic Alliances for Start-up Companies. Presented at the Academy of Management Meetings, Atlanta, 2006.

Sullivan, B. N. & Stewart, D. Can Connections always Help?: Network Ties and the Formation of Reputation Evaluation. Presented at the Academy of Management Meetings, Atlanta, 2006.

Sullivan, B. N. & Hayes, J. 2005. "The Effects of Network Structure and Network Partner Profiles on Firm Risk Taking". Presented at the Academy of Management Meetings at Hawaii, 2005.

Sullivan, B. N. 2004. "Competition or Urgency?: Contextual Impact of Problem in the Process of Solution Generation". Presented at the Academy of Management Annual Meetings, New Orleans, 2004.

Argier, M., March, J. & Sullivan, B.N. 2004. The Evolution of a Research Community: Organization in Anglophone North America, 1945-2000. Presented at the Academy of Management Annual Meetings, New Orleans, 2004

Sullivan, B.N. & Haunschild, P. Learning from Others' Errors: The impact of industry error structure on airline accident/incident rate and severity. Presented at the Academy of Management Annual Meetings, Washington DC. August, 2001.

Haunschild, P & Sullivan, B.N. Learning from complexity : Effects of accident/incident heterogeneity on airline learning. Presented at the Academy of Management Annual Meeting, Toronto, Canada, August, 2000. Published in the Best Paper Proceedings.

Also an invited presentation at the 2000 Conference on Knowledge Management (March and Nonaka, organizers), Helsinki, Finland. Also invited presentations at University of Bologna, Italy; Tilburg University, The Netherlands, and Groupe HEC, France (all 2000).

The impact of unethical corporate behavior on interorganizational networks. Presented at the Academy of Management Annual Meeting, August 1999.

## **2. List of honors and grants**

Hong Kong Competitive Earmarked RGC Grant, PI, 2009-2012. "The Role of Institutional Factors in Firm Innovation: Innovation Policies (or Regulations) and Firm Innovation in China". HK\$941,000.00

Hong Kong Competitive Earmarked RGC Grant, PI, 2005-08. "New to the Party: The Role of Technology Innovation in Formation of Strategic Alliances for Start-up Companies". HK\$569,797.00

Stanford University candidate to the OB/OD/OMT Doctoral Consortium, Academy of Management, Washington DC, 2001.

Stanford Fellowships, 1997-2002

## **TEACHING**

### **1. Courses Taught**

Spring 2009, Business Management in China; Social Issues in China. Oversees EMBA, MBA.

Fall, 2008, Corporate Strategy (MGTO 321) and International Management (MGTO 335)

Spring 2008, International Management (MGTO 335) (undergraduate)

Fall 2007, Fall 2006, Fall 2005, Fall 2004, Fall 2003, Corporate Strategy (MGTO 321) (undergraduate)

## **PROFESSIONAL SERVICES**

### Editorial Board Member

Editorial board of *Organization Science* (January 2009 – )

Editorial board of *International Journal of Strategic Change Management* (August 2008 – )

### Ad Hoc Reviewer

Academy of Management Journal

Academy of Management Review

Administrative Science Quarterly,

Organization Science

Strategic Journal of Management

Organization Studies

Industrial & Corporate Change

### Other Professional Services

Reviewer for Research Grants Council, Hong Kong SAR, China

## **UNIVERSITY SERVICE**

Pioneer for School's OBE Initiatives

Panel Judge for Citibank Case Competition 2009

MGMT Department Recruiting Member of Strategy/OT Group for academic year 2009-2010

MGTO Department Recruiting Chair of Strategy/OT Group for academic year 2008-2009

MGTO Department Co-Chair of Faculty Recruiting for academic year 2006-2007

MGTO Department Ph.D. Committee (2006-present)

MGTO Department Ph.D. Qualify Exam Committee Coordinator (2006-2007)

MGTO Department Ph.D. Qualify Exam Committee (2004-present)

MGTO Department Faculty Recruiting Committee (2005-present)

MGTO Department Research Seminar Committee (2003 – 2005)

MGTO Department Undergraduate Replacement Liaison (2003)