

Xiaodan Zeng

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Education

Ph.D. in Entrepreneurship and Innovation, University of Missouri-Kansas City	Expected 2020
MBA. Oklahoma State University	2015
M.A. in Foreign Linguistics and Applied Linguistics, Southwest Jiaotong University, China	2010

Research

Research Interests

My research interests are in the areas of entrepreneurship, leadership, creativity, and innovation.

Dissertation

Title: Followers Creative Self-efficacy and Idea Generation in Entrepreneurial Settings: Leader Narcissism and Leader Humility as Joint Moderators
Committee: Brian Anderson (Chair), Jeff Hornsby, Mark Perry, and Ishrat Ali
Status: Dissertation proposal defense scheduled in July 2019.
Abstract: Based on social-cognitive theory and a paradox perspective, this dissertation explores how leader narcissism and leader humility together moderate the influence of domain-specific self-efficacy on the type-specific innovative work behavior in entrepreneurial settings. This multilevel framework answers the repeated calls for theorizing and examining the joint effects of multiple leader traits. It offers novel insights to understand the interaction effects of leader humility and narcissism in the entrepreneurial context. By focusing on idea generation, I clarify areas of ambiguity in prior research on innovative work behavior. I used a three-phase design for this dissertation. First, I assessed the psychometric properties of the focal constructs with a sample of 98 students. I further refined the measures and checked their consistency with 380 participants from Amazon M-Turk. Consistent results from Phase 1 and Phase 2 showed the scales were reliable and valid. I will conclude by testing the hypothesis with a matched sample of 50 leaders and 250 followers from new ventures using the validated survey instrument. Overall, the dissertation has the potential to provide important new insights for innovative work behavior, leadership, and entrepreneurship literature.

Journal Publications & Conference Proceedings

- X. Zeng, C. Shu, & B. Zou. (2019). Harvesting more from opportunities: causation, effectuation, and venture performance. In *Academy of Management Proceedings*. Academy of Management Boston, MA
- Sun, L., Shu, C., & Zeng, X. (2018). A feast for academic conversation. *Quarterly Journal of Management*, 3(1):20-30.
- Sun, L., & Zeng, X. (2016). The power of mindfulness, *Tsinghua Business Review*, 11: 69-74.
- C. Shu, L. Sun., & X. Zeng. The conversation between practice and theory on disruptive innovation: A co-citation analysis of knowledge production. (*Status: under review at Journal of Business Research*)

Selected Working Papers & Research in Progress

Xiaodan Zeng, Cheng Shu, & Bo Zou. Harvesting more from opportunities: causation, effectuation, and venture performance. (*Status*: Ready for journal submission).

Xiaodan Zeng. Get your idea shine: Entrepreneurs' persuasive self-efficacy, idea promotion, and crowdfunding success. (*Status*: Preliminary draft).

Griffin Cottle and Xiaodan Zeng. Entrepreneurs and their better-halves: Ambivalence, spousal influence, and the unexplored impact on entrepreneurial exit. (*Status*: Preliminary draft).

Xiaodan Zeng. It's not all about me: Humble narcissistic CEOs and their effects on company strategic entrepreneurial behavior and performance. (*Status*: Preliminary draft).

Conference Presentations & Participation

The 79th Annual Meeting of the Academy of Management. *Harvesting more from opportunities: causation, effectuation and venture performance*. Boston, MA, 2019 (scheduled).

The 39th Babson College Entrepreneurship Research Conference. *Making the most of opportunities: leveraging causation and effectuation for better performance*. Babson College, MA, 2019.

The 37th Babson College Entrepreneurship Research Conference, Norman, OK, 2017.

Social Entrepreneurship Doctoral Seminar, Price College of Business, University of Oklahoma, 2017.

Teaching

Teaching Interests

New venture creation; Entrepreneurial mindset and opportunity recognition; Leadership; Creativity and entrepreneurship.

Teaching Experience

ENT 460 Creating the Enterprise (Co-Instructor): Spring 2018, Spring 2019

ENT 460 Creating the Enterprise (Teaching Assistant): Fall 2018, Fall 2017

Honors & Awards

Dorothy Morris Hull Award, University of Missouri-Kansas City	2019
The Central Exchange Leadership Award, University of Missouri-Kansas City	2019
Price College/Trosper Chair Scholarship, University of Oklahoma	2017
Ed and Norma Leslie Scholarship, Oklahoma State University	2015
CIE Scholar, Oklahoma State University	2014-2015
Two-year Merit-based Full Scholarship, Oklahoma State University	2014,2015
Daniel G. and Tiffany Sewell Howard Endowed Scholarship, Oklahoma State University	2014

Grants

39 th BCERC Travel Grant, School of Graduate Studies, University of Missouri-Kansas City	2019
39 th BCERC Travel Grant, Bloch School of Management, University of Missouri-Kansas City	2019
79 th AOM Travel Grant, Bloch School of Management, University of Missouri-Kansas City	2019

Professional Service

Ad Hoc Reviewer
Journal of Business Venturing
Journal of Small Business Management

Professional Memberships

Academy of Management

Service to the University

Judge, 2017 Roo Idea Jump Competition, UMKC.
Judge, 2018 Roo Idea Jump Competition, UMKC.
Planning Team Member, 2018 Regnier Venture Creation Challenge, UMKC.
Member, 2019 Regnier Venture Creation Challenge, UMKC.

Industry Experience

China Railway Erju Co., Ltd, China Railway Corporation
Sichuan Radio and TV University

Curriculum Vitae updated on June 28, 2019