

He Gao

Department of Business Administration
Alfred Lerner College of Business & Economics
University of Delaware
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ACADEMIC POSITION

University of Delaware, Alfred Lerner College of Business & Economics Assistant Professor of Strategic Management	2023-present
Michigan State University, Broad College of Business Assistant Professor of Strategic Management	2016-2023

EDUCATION

Arizona State University	2016
Ph.D., Management (Strategy)	
University of Massachusetts , Lowell	2008
M.A., Regional Economics	

RESEARCH

Research Interests

My research interests center on competitive dynamics, strategic leadership, and strategic communication.

Journal Articles

Kim, J., Lee, H., **Gao, H.**, & Johnson, R. 2021. When CEOs are all about themselves: Perceived CEO narcissism and middle managers' workplace behaviors amid the COVID-19 pandemic. *Journal of Applied Psychology*, 106(9), 1283-1298.

Gao, H., Yu, T., & Cannella, A. A. Jr. 2017. Understanding word responses in competitive dynamics. *Academy of Management Review*, 42: 129-144.

Gao, H., Yu, T., & Cannella, A. A. Jr. 2016. The use of public language in strategy: A multidisciplinary review and research agenda. *Journal of Management*, 42: 21–54.

Li, F & **Gao, H.**, Semadeni, M., 2023. Response strategy for corporate litigation: A reputational view of competitive dynamics, *Academy of Management Best Papers Proceedings*.

Kim, J., **Gao, H.**, Hoetker, G., & Mesquita, L. 2015. Doing well by doing good and saying good. *Academy of Management Best Papers Proceedings*.

Conference Presentations

Li, F & **Gao, H.**, Semadeni, M., Response strategy for corporate litigation: A reputational view of competitive dynamics, presented at Academy of Management, Boston, MA, August 4-8, 2023. Awarded Distinguished Paper Award at the Strategic Management Division.

Gao, H., Wang, D., Waldman, D., Shen, W., Putting vision back into strategic management: An integration of paradox and stakeholder theory, presented at IACMR, Hong Kong, China, June 14-18, 2023.

Li, F & **Gao, H.**, Semadeni, M., Firm response strategy for corporate litigation: A reputation management perspective, presented at Strategic Management Society conference, London, U.K., September 16-20, 2022.

Gao, H., Yu, T., Woo, H., & Cannella, A. A. Jr., The power of words: Word responses in multimarket competition, presented at virtual Academy of Management, July 30-Aug 3, 2021

Kim, J., **Gao, H.**, Mesquita, L., Hoetker, G. & Lee, H., Dark side of a bright vision? An integrated vision-action model of CSR and managerial proactivity, presented at virtual Academy of Management, July 30-Aug 3, 2021

Kim, J., Lee, H., **Gao, H.**, & Johnson, R., Narcissus in other's eyes: Narcissistic CEO and middle managers, presented at virtual Academy of Management, July 30-Aug 3, 2021

Kim, J., Lee, H., **Gao, H.**, & Johnson, R., Narcissus in other's eyes: Narcissistic CEO and middle managers, presented at virtual Strategic Management Society conference, October 26-30, 2020.

Solanelles, P., **Gao, H.**, & Kim, J., & Woo, H., Revisiting the role of organizational vision in management: A meta-analysis, presented at virtual Strategic Management Society conference, October 26-30, 2020.

Faqihi, H., **Gao, H.**, & Miceli, K. 2019. "Visionary, passionate and coachable: A contingency model of early-stage fundraising", presented at Strategic Management Society, Minneapolis, MN, October 19-22, 2019.

Gao, H., Wang, D., Cannella, A. A. Jr., & Waldman, D. 2019. "CEO taking charge: A paradoxical integration perspective towards new CEO legitimacy", presented at Academy of Management, Boston, MA, August 9-13, 2019.

Gao, H., Kim, J., & McNamara, G. 2018. "Strategic change and competitive dynamics: A conceptual framework to understand rivals' responses to strategic change", presented at Strategic Management Society Conference, Paris, France, September 22-25, 2018, and at Competitive Dynamics Conference, Kinston, Canada, June 2-4, 2018.

Gao, H., Wang, D., Cannella, A. A. Jr., & Waldman, D. 2016. "Understanding vision in strategy", presented at Strategic Management Society Conference, Berlin, Germany, September 17-20, 2016.

Gao, H., Kim, J., Hoetker, G., & Mesquita, L. 2015. "How corporate social responsibility engagement matters in organization: A multilevel test of internal mechanisms", presented at Strategic Management Society Conference, Denver, Colorado, October 3-6, 2015.

Kim, J., **Gao, H.**, Hoetker, G., & Mesquita, L. 2015. "Doing well by doing good and saying good", presented at Academy of Management Conference, Vancouver, British Columbia, Canada, August 7-11, 2015.

Gao, H., Yu, T, & Cannella, A. A., Jr. 2014. "Understanding verbal responses in competitive dynamics", presented at Academy of Management Conference, Philadelphia, PA, August 1-5, 2014.

Woo, H., **Gao, H.**, & Cannella, A. A., Jr. 2011. "Restoring multimarket equilibrium: A 'spheres of influence' perspective on rivals' behaviors after mergers", presented at Strategic Management Society Conference, Miami, FL, November 6-9, 2011.

TEACHING

Teaching Interests

My teaching interests include strategic management, cross-cultural management, and strategic change.

Graduate Teaching Experience

Instructor, Strategic Management I (Executive MBA) 2021-2023
 Eli Broad College of Business, Michigan State University

Instructor, Strategic Management II (Executive MBA) 2021-2023
 Eli Broad College of Business, Michigan State University

Undergraduate Teaching Experience

Instructor, Management Consulting Academy 2022-2023

Eli Broad College of Business, Michigan State University

Instructor, Business Policy & Strategic Management 2017-2023

Eli Broad College of Business, Michigan State University

Instructor, Cross-Cultural Management 2015-2016

W. P. Carey School of Business, Arizona State University

Instructor, Strategic Management 2013-2014

W. P. Carey School of Business, Arizona State University

UNIVERSITY AND PROFESSIONAL SERVICES

MSU Department of Management faculty search committee 2016, 2018, 2019, 2020, 2022

MSU Department of Management PhD program admission committee 2017, 2021, 2022

Ambassador for Broad College Management Consulting Academy 2021, 2022

Dissertation committee co-chair for Jooyoung Kim (Placement: Deakin University) 2019-2021

Ambassador for the MSU Ideas portal 2018

Dissertation committee member for Lingling Pan (Placement: University of Pittsburgh) 2016-2018

Editorial Review Board of Management and Organization Review 2021-present

Co-organizer of the doctoral consortium for the International Association for Chinese Management

Research (IACMR) 2020, 2023

Co-organizer of the research forum for the Chinese Management Scholars Community (CMSC) 2018

Ad-Hoc Journal Reviewer:

Academy of Management Review, Academy of Management Journal, Strategic Management Journal, Organization Science

National Science Foundation (NSF) grant reviewer

Memberships:

Academy of Management (Divisions Strategic Management, OMT), Strategic Management Society