

## Ying Shi

The Pennsylvania State University, Smeal College of Business  
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### Education

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#### The Pennsylvania State University

University Park

2021 - 2026 Ph.D. in Business Administration, Management  
Concentration: Strategic Management

Dissertation: Essays on How CEO Attributes Influence Firms' Socially Oriented Actions  
(Anticipated defense: May 2026)

Committee: Vilmos F. Misangyi (Chair), Tessa Recendes, Donald C. Hambrick, Karen Page Winterich

My dissertation develops theory on how CEOs' values and identities affect firms' use of socially-oriented actions. In the first study, I draw on theories of identity mobilization tensions and social identity threat to argue that female CEOs may experience identity-related tensions and threats that constrain their discretion in undertaking such actions. In the second study, I integrate upper echelons theory and research on practice diffusion to examine how both CEO and organizational political ideology influence firms' adoptions and eliminations of corporate diversity actions.

#### Peking University

Beijing

2019 - 2021 MSc. of Management

#### Shanghai University of Finance and Economics

Shanghai

2015 - 2019 Bachelor of Business Administration

### Research Interests

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Strategic Leadership; Executive Attributes; Executive Succession; Organizational Value and Purpose; Corporate Diversity Action

### Manuscript Under Review

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Recendes, T., Hill, A., & Shi, Y. [The Conditions of Hiring Humble CEOs]. *Revise and Resubmit at Journal of Applied Psychology*

## Works In Progress

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**Shi, Y.,** Misangyi, V.F., & Recendes, T. The CEO as Purpose Architect: How New CEOs with Strong Values Infuse Purpose into Organizational Stated Values and Shape Employee Attitudes. Target: *Academy of Management Journal* (Preparing for submission)

Recendes, T., Paruchuri, S., & **Shi, Y.** Shouldering the Blame: The Influence of CEO Narcissism on CEO Exit after Financial Misconduct. Target: *Strategic Management Journal* (Preparing for submission)

Recendes, T., Aime, F., Garcini, C., Petrenko, O.V., **Shi, Y.** It's Who You Are: Explaining the Antecedents of New CEOs Psychological Profiles. Target: *Academy of Management Journal* (Preparing for submission)

**Shi, Y.** & Misangyi, V.F. Identity Tensions and Female CEOs' Implementation of Socially Oriented Actions: How CEO Gender Impacts Perceived Managerial Discretion. Target: *Academy of Management Journal* (Data collection stage)

**Shi, Y.** & Misangyi, V.F. First to Come and Last to Go? The Effect of CEO Political Ideology on the Adoption and Elimination of Socially Oriented Actions. Target: *Strategic Management Journal* (Data collection stage)

## Teaching Experience

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Instructor at Smeal College of Business, Penn State University

MGMT 481 Global Strategic Management (Undergraduate Level)

Spring 2024: Class size: 41; Student Evaluations: 4.4/5

Fall 2024: Class size: 31; Student Evaluations: 4.7/5

## Research Grants and Awards

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Grace G. Albrecht Women in Management Graduate Scholarship, Penn State University (2025)

M&O Department Summer Research Funding, Penn State University (2022-2025)

Smeal Small Research Grant, Penn State University (2023-2024)

## Peer Reviewed Conference Presentations

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### Presenter Symposium:

Novel Insights on the Impact of CEO Gender on Managerial Discretion

Organizer and presenter

Sponsored by STR Division at Annual Meeting of AoM, Copenhagen, Denmark 2025

### Paper Presentations:

1. It's Who You Are: Explaining the Antecedents of New CEOs' Psychological Profiles

Annual Meeting of AoM, Copenhagen, Denmark 2025

2. Hiring Humility: Perceptions of Executive Job Demands as Antecedents of New CEO Humility

Annual Meeting of AoM, Copenhagen, Denmark 2025

3. CEO Symbolic Action as Meaning-Making: The Effect of Changes in Organizations' Stated Values on

Employees' Attitudes.

Annual Meeting of AoM, Chicago, IL 2024

ELASM Workshop on Top Management Teams and Business Strategy, Passau, Germany 2024

4. Shouldering the Blame: The Influence of CEO Narcissism on CEO Exit after Firm Misconduct.

SMS Annual Conference, Toronto, Canada 2023

**Other:**

OMT Doctoral Consortium, Annual Meeting of AoM, Copenhagen, Denmark 2025

STR Doctoral Consortium, Annual Meeting of AoM, Chicago, IL 2024

OMT Celebrates the Wonderful Life of Andrew Van de Ven, Annual Meeting of AoM, Seattle, WA 2022

Facilitator in session organized by Alan Meyer and Raghu Garud

**Professional Services and Activities**

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**Conference reviewer**

Academy of Management Annual Conference

**Professional memberships**

AOM, SMS

**Computer Skills**

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STATA (Advanced), R (Multilevel analysis), SPSS, Mplus

**References**

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**Vilmos F. Misangyi**

Professor of Strategic Management and Earl P.  
Strong Professorship of Exec Ed in Bus Admin  
Smeal College of Business  
The Pennsylvania State University  
[vfm10@psu.edu](mailto:vfm10@psu.edu)

**Tessa Recendes**

Assistant Professor of Management and  
Organization  
Smeal College of Business  
The Pennsylvania State University  
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**Donald C. Hambrick**

Evan Pugh University Professor  
Smeal Chaired Professor of Management  
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