

## AIMIN YAN, PH.D.

Professor of Management  
Associate Dean for Alumni Affairs and Governmental Relations  
Cheung Kong Graduate School of Business  
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### ***EDUCATION***

- 1993            Ph.D. in Business Administration, the Pennsylvania State University
- 1984            MS in Operations Management, the China-North America Co-sponsored Program  
at the Shanghai Institute of Mechanical Engineering (SIME)
- 1982            Bachelor of Engineering in Systems Engineering, SIME

### ***ACADEMIC APPOINTMENT***

- 2014-            Professor of Management, Associate Dean for Alumni Affairs (since 2015) and  
Governmental Relations (since 2016)
- 1993-2014      Professor of Organizational Behavior  
Faculty Director, International MBA  
Research Director, the Human Resources Policy Institute  
DBA/Ph.D. Liaison, Organizational Behavior  
Boston University Questrom School of Business
- 1988-1993      College of Business Administration, Pennsylvania State University  
Instructor, Department of Management and Organization  
Research Associate, Center for Research in Conflict and Negotiation
- 1984-1987      School of Systems Science & Engineering, SIME  
Lecturer of Organization Studies  
Assistant Dean for International Cooperative Programs (86-87)

### ***PUBLICATIONS***

#### **Book**

Yan, A. & Luo, Y. 2001, *International joint ventures: Theory and practice*. New York: M.E. Sharpe.

#### **Journal Articles**

Faraj, S. & Yan, A. 2009. Boundary work in knowledge teams. *Journal of Applied Psychology*, 94(3): 604-617.

Manev, I.M., Yan, A. & Manolova, T.S. 2005. Toward a model of governance and legality of firms in transforming economies: Empirical evidence from China. *Thunderbird International Business Review*, May-June: 313-334.

Yan, A. & Duan, X. 2003. Interpartner fit and its performance implications: A four-case study of U.S.-China joint ventures. *Asia Pacific Journal of Management*, December, 20(4): 541-564.

Johnson-Cramer, M., Cross, R., & Yan, A. 2003. Sources of fidelity in purposive organizational change: Lessons from a reengineering case. *Journal of Management Studies*, 40(7): 1837-1870.

Yan, A., Zhu, G., & Hall, D.T. 2002. International assignments for career building: Agency relationships and psychological contracts. *Academy of Management Review*. 27(3): 373-391.

Shenkar, O. & Yan, A. 2002. Failure as a consequence of partner politics: Learning from the life and death of an international cooperative venture. *Human Relations*. 55(5): 565-602.

Manolova, T.S. & Yan, A. 2002. Institutional constraints and strategic responses of new and small firms in a transforming economy: The case of Bulgaria. *International Small Business Journal*. 20(2): 163-184.

Hall, D.T., Zhu, G., & Yan A. 2001. Developing global leaders: To hold on to them, let them go! *Advances in Global Leadership*, 2: 327-349.

Manev, I.M., Yan, A., & Manolova, T.S. 2001. The evolution of the organizational landscape in transforming economies: A four-country comparison. *Global Focus*, 13(1): 65-78.

Yan, A. & Gray, B. 2001. Antecedents and effects of parent control in international joint ventures. *Journal of Management Studies*, 38(3): 393-416.

Yan, A. & Gray, B. 2001. Negotiating control and achieving performance in international joint ventures: A conceptual model. *Journal of International Management*, 7: 295-315.

Cross, R., Yan, A. & Louis, M. 2000. Boundary activity in boundaryless organizations: A case study of a transformation to a team-based structure. *Human Relations*, 53(6): 841-868.

Yan, A. & Zeng, M. 1999. International joint venture instability: A critique of previous research, a reconceptualization, and directions for future research. *Journal of International Business Studies*, 30(2): 397-414.

Reprinted, 2002, in Gordon Redding and Bruce Stening (Eds.), *Cross-Cultural Management*. Edward Elgar Publishing Ltd.

Yan, A. & Louis, M.R. 1999. The migration of organizational functions to the work unit level:

Buffering, spanning and bringing up boundaries. *Human Relations*, 52(1): 25-47.

Yan, A. 1998. Structural stability and reconfiguration of international joint ventures. *Journal of International Business Studies*, 29(4): 773-796.

Yan, A. & Manolova, T.S. 1998. New and small players on shaky ground: A multicase study of emerging entrepreneurial firms in a transforming economy. *Journal of Applied Management Studies*, 7(1): 139-143.

Yan, A. 1995. The formation dynamics of U.S.-China manufacturing joint ventures. *China Business Review*, December: 31-49.

Yan, A. & Gray, B. 1995. Reconceptualizing the determinants and measurement of joint venture performance. *Advances in Global High Technology Management*. 5B: 87-113.

Yan, A. & Gray, B. 1994. Bargaining power, management control, and performance in U.S.-China joint ventures: A comparative case study. *Academy of Management Journal*, 37(6): 1478-1517.

Reprinted, 1996, in K. Chatterjee & B. Gray, (Eds.), *Interorganizational joint ventures: Economic and organizational perspectives*. Kluwer Academic Publishers.

Reprinted, 1997, in P.W. Beamish, (Ed.), *Strategic Alliances*, Edward Elgar Publishing Ltd. Cheltenham, U.K.

Gray, B. & Yan, A. 1992. A negotiations model of joint venture formation, structure and performance: Implications for global management. *Advances in International Comparative Management*, 7: 41-75.

Sharfman, M., Gray, B., & Yan, A. 1991. The context of interorganizational collaboration in the garment industry: An institutional perspective. *Journal of Applied Behavioral Science*, 27(2): 181-208.

Dai, M. & Yan, A. 1985. A study of management education programs in China's technology and engineering schools. *Journal of High Education Research in Machine-Building Industries*, 3-4: 70-86.

### **Book Chapters**

Hall, D.T., Zhu, G., & Yan A. 2002. Career creativity as protean identity transformation. In M. Peiperl, M.B. Arthur, R. Goffee, and N. Anand (Eds.), *Career Creativity: Explorations in the Remaking of Work*: 159-179. London: Oxford University Press.

Yan, A. 1998. International joint ventures in China: Interpartner characteristics, dynamics, and opportunities and challenges for the new century. In L. Kelley and Y. Luo (Eds.), *China*

*business 2000: Emerging business issues*: 103-130. Thousand Oaks, CA: Sage.

Gray B. & Yan, A. 1997. Formation and evolution of international joint ventures: Examples from U.S.-Chinese partnerships. In P.W. Beamish & J.P. Killing (Eds.), *Cooperative strategies: Asian Pacific perspectives*: 57-88. San Francisco: The New Lexington Press.

Yan, A. & Gray, B. 1996. Linking management control and interpartner relationships with performance in U.S.-China joint ventures. In J. Child & Y. Lu (Eds.), *Management issues in China: International enterprises*: 106-127, London: Routledge.

### **Other Publications**

Yan, A. 2001. US-China Joint Ventures: An Interview with Professor Aimin Yan of Boston University. *Journal of American Chamber of Commerce Shanghai*, May: 8-9.

### **Conference Proceedings**

Manev, I.M., Yan, A., & Manolova, T.S. 1999. A comparison of organizational governance and legality in four transforming economies. *Best Paper Proceedings of the Academy of International Business Northeast Regional Conference*, Philadelphia.

Gray, B. & Yan, A. 1990. Predicting joint venture structure and performance. *Proceedings of the Second International Conference on Managing the High Technology Firm*. University of Colorado at Boulder.

### **Teaching Cases**

Steinberg, L. & Yan, A. 1999. Frans Ryckebosch: An international manager (A) and (B). *The Ivey Case Collection*, 9A99C030 and 9A99C031; the Ivey School of Business, University of Western Ontario.

Yan, A. & Steinberg, L. 1999. Teaching note: Frans Ryckebosch: An international manager. *The Ivey Case Collection*, 8A99C30; the Ivey School of Business, University of Western Ontario.

### **WORK IN PROGRESS**

Shen, Y., Yan Y., & Hall D.T. Being Connected and Supported While Abroad: How Do Expatriates Knit Developmental Networks? Manuscript under review at *Academy of Management Journal*.

Yan A. & Shen, Y. Cross-cultural mentoring in international joint ventures. Manuscript under

revision for *Journal of International Management*.

### **CONFERENCE PAPERS**

Yan A. & Shen, Y. 2005. Cross-cultural mentoring in international joint ventures. Paper presented at the Academy of Management Meeting, Hawaii, August 10.

Manev, I.M., Yan, A., & Manolova, T.S. 2000. On the legal dimension of organizations in transforming economies. Paper accepted for presentation at the Business and Economics Society International 2000 Conference, Los Angeles.

Yan, A., Zhu, G., & Hall, D.T. 1999. International assignments for career building: Agency relationships and psychological contracts. Paper presented at the Academy of Management Meeting, Chicago, August 9.

Manev, I.M., Yan, A., & Manolova, T.S. 1999. A comparison of organizational governance and legality in four transforming economies. Paper presented at the Academy of International Business Northeast Regional Conference, Philadelphia, May.

Cross, R. & Yan, A. 1998. Planned and emergent structures: Process and outcomes of a successful reengineering effort. Paper presented at the Academy of Management Meeting, San Diego, August 10-12.

Manolova, T.S. & Yan, A. 1998. New and small players on shaky ground: A multicase study of emerging entrepreneurial firms in a transforming economy. Paper presented at the Academy of Management Meeting, San Diego, August 10-12.

Manev, I.M., Manolova, T.S. & Yan, A. 1997. The governance, legality, and interdependence of firms in transitional economies: The Bulgarian experience. Paper presented at the Academy of International Business Meeting, Monterrey, Mexico, October 10.

Yan, A. & Duan, X. 1997. Search for interpartner fit in international joint ventures. Paper presented at the Academy of Management Meeting, Boston, August 11.

Yan, A. & Zeng, M. 1997. International joint venture instability: A critical review, a reconceptualization, and directions for future research. Paper presented at the Academy of Management Meeting, Boston, August 12.

Cross, R., Yan, A. & Louis, M. 1997. Boundary activity in boundaryless organizations: A case study of a transformation to a team-based structure. Paper presented at the Academy of Management Meeting, Boston, August 11.

Louis, M. & Yan, A. 1996. Buffering, spanning, and holding the work unit boundary: A new challenge for organizations. Paper presented at the 1996 Academy of Management Meeting,

Cincinnati, Ohio, August 13.

Gray, B. & Yan, A. 1996. Formation and evolution of international joint ventures: Examples from U.S.-Chinese partnerships. Paper presented at the Conference on Global Perspectives on Cooperative Strategies, Hong Kong, March 29-31.

Yan, A. & Gray, B. 1994. The determinants of management control and performance in international joint ventures: An empirical test. Paper presented at the Academy of Management Meeting, Dallas, Texas, August 15.

Yan, A. & Gray, B. 1994. An empirical investigation of a negotiations model in American-Chinese joint ventures. Paper presented at the Conference on Management Issues for China in the 1990s, St. John's College, University of Cambridge, England, March 23-25.

Yan, A. & Gray, B. 1992. A bargaining power approach to management control in international joint ventures: A multi-case study of U.S.-Chinese manufacturing joint ventures. Paper presented at the Academy of Management Meeting, Las Vegas, Nevada, August 9-12.

Gray, B. & Yan, A. 1992. Formation and evolution of international joint ventures: Is organizational imprinting applicable? Paper presented at the Academy of Management Meeting, Las Vegas, Nevada, August 9-12.

Gray, B. & Yan, A. 1992. Organizing and reconfiguring joint ventures: A negotiations model. Paper presented at the International Conference on Joint Ventures and Strategic Alliances, the Pennsylvania State University, University Park, Pennsylvania, April 6-8.

Yan, A. & Gray, A. 1991. Reconceptualizing the determinants and measurement of joint venture performance. Paper presented at the Global Conference on New Trends in Science, Technology, Economy and Society: Joint Ventures for Sustainable Development, Shanghai, China, April 9-12.

Gray, B. & Yan, A. 1991. A negotiations model of joint venture formation, structure and performance: Implications for global management. Paper presented at the Global Conference on New Trends in Science, Technology, Economy and Society: Joint Ventures for Sustainable Development, Shanghai, China, April 9-12.

Gray, B. & Yan, A. 1990. Predicting joint venture structure and performance. Paper presented at the Second International Conference on Managing the High Technology Firm. University of Colorado at Boulder, Jan. 10-12.

Gray, B. & Yan, A. 1989. Interorganizational alliances: A comparison of collaborative, collective and corporatist models. Paper presented at the North American Conference on Peacemaking and Conflict Resolution, Montreal, Canada, March 2-4.

## ***PROFESSIONAL ACTIVITIES***

Editorial Board, *Journal of International Management*  
Editorial Advisory Board, *Harvard Business Review (China Edition)*  
Editorial Board, *Journal of Asia Business Studies*

Founding Member, International Association for Chinese Management Research

Ad hoc reviewer, *Academy of Management Journal*, *Academy of Management Review*,  
*Administrative Science Quarterly*, *Journal of Applied Behavioral Science*, *Organization Science*,  
*Organization Studies*, *Journal of International Business Studies*, *Journal of International  
Management*, *Journal of Management Studies*, *Journal of World Business*, *Asia Pacific Journal  
of Management*, *Group Decision and Negotiation*, Academy of Management Meetings, Academy  
of International Business Meetings, and University Grants Council of Hong Kong.

## ***HONORS AND AWARDS***

Nominee, the 2013 Metcalf Award for Excellence in Teaching, Boston University.

Visiting Professor, the Chung Kong Graduate School of Business, 2009-2010.

Distinguished Research Fellow, the Chinese Management Research Institute, CKGSB, 2007-  
2009.

Visiting Professor and founding faculty member, the CKGSB, 2002-2003.

Honorary Visiting Professor, the Glorious Sun School of Business & Management of Dong Hua  
University (since 2002).

Advisory Professor, University of Shanghai for Science & Technology (since 1996).

Winner of the 1994-1995 Broderick Prize for Research, School of Management, Boston  
University.

Winner of the Barry M. Richman Award for the Best Dissertation of 1994 in the Field of  
International Management, Academy of Management.

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