

Ying Shi

The Pennsylvania State University, Smeal College of Business

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EDUCATION

The Pennsylvania State University

University Park, PA

Ph.D. in Business Administration, Strategic Management, Expected 2027

Dissertation: *CEOs as Values Architects: The Effect of CEOs' Values and Identity on Firms' Value-Oriented Practices* (Anticipated defense: March 2027)

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

My dissertation takes an upper echelons perspective in studying how CEOs' values and identities affect firms' value-oriented practices. In the first study, I examine whether identity-tensions affect female CEOs' enactment of gender-related corporate actions. In the second study, I focus on how CEO and organizational values affect firms' adoptions and eliminations of corporate DEI-related actions amid the shifting sociopolitical environment surrounding such actions.

Peking University, MSc in Management, 2019–2021

Beijing, China

Shanghai University of Finance and Economics, Bachelor of Business Administration, 2015–2019

Shanghai, China

RESEARCH INTERESTS

Strategic Leadership; Executive Succession; Executive Attributes; Organizational Values and Purpose; Organizational Value-Oriented Practices

MANUSCRIPTS UNDER REVISION AND REVIEW

Shi, Y., Misangyi, V.F., & Recendes, T. [New CEOs Infuse Corporate Purpose]. **Revise and Resubmit** at *Organizational Behavior and Human Decision Processes*

Recendes, T., Hill, A., & **Shi, Y.** [The Conditions of Hiring Humble CEOs]. **Under review** at *Strategic Management Journal*

WORKS IN PROGRESS

Shi, Y. & Misangyi, V.F. "I'm Not Your Girl Boss. I'm Your Boss": Female CEOs and Identity-Related Corporate Diversity Actions. Target: *Strategic Management Journal* (Preparing for submission)

Recendes, T., **Shi, Y.**, & Paruchuri, S. Shouldering the Blame: The Influence of CEO Narcissism on CEO Dismissal after Corporate 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* (Writing stage)

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

TEACHING EXPERIENCE

Instructor, Smeal College of Business, Penn State University Spring & Fall 2024; Fall 2026

- MGMT 481: Global Strategic Management (Undergraduate Level; In Person)
- Evaluations: **4.4/5** (Spring 2024; Class size: 41); **4.7/5** (Fall 2024; Class size: 31)

Teaching Assistant, Guanghua School of Management, Peking University

- Strategic Management (International MBA course), Fall 2020
- Corporate Social Responsibility (International MBA course), Spring 2021

RESEARCH GRANTS AND AWARDS

- Gerald I. Susman Enhancement Award, Penn State University (2025)
- Grace G. Albrecht Women in Management Graduate Scholarship, Penn State University (2025)
- Smeal Small Research Grant, Penn State University (2023–2024)
- M&O Department Summer Research Funding, Penn State University (2022–2026)
- M&O Enhancement Scholarship, Penn State University (2021–2026)

PEER REVIEWED CONFERENCE PRESENTATIONS

Organized Symposia:

Shi, Y. & Crossley, C. (2026). Then & Now: Upper Echelons Theory. Panel symposium sponsored by STR, OMT, MH Divisions at Annual Meeting of AOM, Philadelphia, PA

Shi, Y. (2025). Novel Insights on the Impact of CEO Gender on Managerial Discretion. Presenter symposium sponsored by STR Division at Annual Meeting of AOM, Copenhagen, Denmark

Paper Presentations:

Shi, Y. & Misangyi, V.F. (2026). The Effects of CEO and Organizational Ideology on the Adoptions and Eliminations of Corporate DEI Actions

- Symposium paper to be presented at the AOM Annual Conference, Philadelphia, PA
- Accepted to be presented at the SMS Annual Conference, Berlin, Germany

Shi, Y., Misangyi, V.F., & Recendes, T. (2026). Newly Hired CEOs Who Infuse Purpose into Organizations' Values: CEOs with Strong Political Ideology. Accepted to be presented at the AOM Annual Conference, Philadelphia, PA

Shi, Y. & Misangyi, V.F. (2025). Identity Tensions as Constraints on Female CEOs' Managerial Discretion — The Context of DEI Initiatives.

- Symposium paper presented in **Shi, Y.** (2025). Novel Insights on the Impact of CEO Gender on Managerial Discretion. AOM Annual Conference, Copenhagen, Denmark
- SMS Annual Conference, San Francisco, CA

Recendes, T., Aime, F., Garcini, C., Petrenko, O.V., & **Shi, Y.** (2025). It's Who You Are: Explaining the Antecedents of New CEOs' Psychological Profiles. AOM Annual Conference, Copenhagen, Denmark

Recendes, T., Hill, A., & **Shi, Y.** (2025). Hiring Humility: Perceptions of Executive Job Demands as Antecedents of New CEO Humility. AOM Annual Conference, Copenhagen, Denmark

Shi, Y., Misangyi, V.F., & Recendes, T. (2024). CEO Symbolic Action as Meaning-Making: The Effect of Changes in Organizations' Stated Values on Employees' Attitudes.

- AOM Annual Conference, Chicago, IL
- EIASM Workshop on Top Management Teams and Strategy, Passau, Germany

Recendes, T., Paruchuri, S., & **Shi, Y.** (2023). Shouldering the Blame: The Influence of CEO Narcissism on CEO Exit after Firm Misconduct. SMS Annual Conference, Toronto, Canada

Other:

- 2025 OMT Doctoral Consortium, AOM Annual Conference, Copenhagen, Denmark
- 2024 STR Doctoral Consortium, AOM Annual Conference, Chicago, IL
- 2022 OMT Celebrates the Wonderful Life of Andrew Van de Ven, AOM Annual Conference, Seattle, WA. Facilitator in session organized by Raghu Garud and Alan Meyer

PROFESSIONAL SERVICE AND ACTIVITIES

Conference reviewer: Academy of Management Annual Conference (STR and OMT Divisions); Southern Management Association Conference

Professional memberships: AOM, SMS, SMA

COMPUTER SKILLS

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

REFERENCES

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
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Tessa Recendes

Assistant Professor of Management and
Organization
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Donald C. Hambrick

Evan Pugh University Professor
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