

# Toby X. Li

Department of Management  
Mays Business School | Texas A&M University  
420S Wehner Building, College Station, TX, 77843  
Phone: (832) 628-9689  
Email: [tli@mays.tamu.edu](mailto:tli@mays.tamu.edu)

## ACADEMIC EMPLOYMENT

Assistant Professor in Strategy and Entrepreneurship 2019-Present  
Mays Business School, Texas A&M University

## EDUCATION

Ph.D. in Strategic Management 2019  
Jesse H. Jones Graduate School of Business  
*Graduate Fellow* at the James A. Baker Institute's Center for Energy Studies  
Rice University, Houston, TX

M.Phil. in Management Economics 2011  
Judge Business School, Energy Policy Group  
Cambridge University, Cambridge, UK

B.A. in Business Economics, International Relations 2007  
Brown University, Providence, RI  
*Magna Cum Laude*

## RESEARCH INTERESTS

Strategic entrepreneurship, organizational learning, and relationship-specific investments

## REFEREED PUBLICATIONS

Hoskisson, R., Gambeta, E., Green, C., Li, T.\* 2018. "Is my firm-specific investment protected? Overcoming the stakeholder investment dilemma in the resource-based view," *Academy of Management Review*, 43(2): 284–306. \*Equal contribution by all authors.

## RESEARCH IN PROGRESS

[Title withheld], with J. Ross, A. Hawk, and J. Reuer (conditionally accepted at the *Academy of Management Journal*).

[Title withheld], with J. Reuer and A. Hawk (revise and resubmit at the *Strategic Management Journal*).

[Title withheld], with J. Reuer and A. Hawk (revise and resubmit at *Strategy Science*).

[Title withheld], with A. Sakhartov and J. Reuer (under review at *Organization Science*).

[Title withheld], with A. Sakhartov and J. Reuer and (under review the *Strategic Management Journal*).

## Toby X. Li

Department of Management  
Mays Business School | Texas A&M University  
420S Wehner Building, College Station, TX, 77843  
Phone: (832) 628-9689  
Email: [tli@mays.tamu.edu](mailto:tli@mays.tamu.edu)

Cox-Pahnke, E., Howard, M., Li, T., Brandle, L. “Competitive interdependence and tie formation between new ventures” (preparing submission to *the Academy of Management Journal*).

Reuer, J., Li, T., Hawk, A. “Entrepreneurial exits: Showcasing as a substitute for prominent partners” (preparing submission to the *Strategic Management Journal*).

Li, T., Devers, C., McNamara, G. “The effects of acquisition timing on target premium, quality, and performance” (preparing submission to the *Academy of Management Journal*).

Li, T., Tong, T., Chen, Z. “Investments under uncertainty: The role of organizational constraints” (*working paper*).

“Balancing the imbalanced inter-firm exchange: Examining new ventures making unilateral relationship-specific investments” (*working paper*).

“Escaping bear hugs: A new venture’s network building and the effects on strengthening its bargaining power” (*working paper*).

### OTHER PUBLICATIONS

Li, Y., Jiao, K., Li, T. 2019. “The motivations and impact mechanisms of succession patterns in Chinese family firms: From socioemotional wealth perspective,” *American Review of China Studies*, 20(1): 29-53.

Li, T. 2014. “China’s strategies in exploring global energy market,” *American Review of China Studies*, 15(2): 20-31.

Li, J., Li, T. 2014. “In pursuit of sustainability in environment and development: An Asian experience.” In J. Li (Ed.), *Environment and Sustainable Development in Asia*, Volume 4 in a series of Globalization, Development and Security in Asia. Singapore and London: World Scientific.

Li, T. 2012. “Debunking the decoupling myth: The propagation and transmission of external risk to China during the U.S. financial crisis,” *American Review of China Studies*, 13(2): 1-26.

Li, J., Li, T. 2012. “China’s first decade in the twenty-first century: New trends and challenges.” In S. Hua and S. Guo (Eds.), *China in the Twenty-First Century: Challenges and Opportunities*. New York: Palgrave Macmillan.

#### Case Study

Li, H., Jacquemin, F., Li, T. 2016. “Pacific Drilling: The preferred offshore driller,” *Ivey Publishing*, Product No.: 9B15M099.

#### Book

## **Toby X. Li**

Department of Management  
Mays Business School | Texas A&M University  
420S Wehner Building, College Station, TX, 77843  
Phone: (832) 628-9689  
Email: [tli@mays.tamu.edu](mailto:tli@mays.tamu.edu)

Arriagada, C., Coble, D., Li, T., Lewis, B. 2021. *FDI post-investment and aftercare – looking after your foreign investors: A guide for practitioners and policy makers*. London: Routledge

### **GRANTS AND AWARDS**

Jones Energy Industry Research Grant, Rice University, 2015-2017  
Fulbright Fellowship, South Korea, 2007-2008

### **INVITED RESEARCH PRESENTATIONS**

Nova School of Business and Economics (September 2021)  
University of Colorado at Boulder (October 2019)

### **CONFERENCE PRESENTATIONS**

Annual Real Options Conference, Virtual, 2021  
Strategic Management Society Annual Conference, Virtual, 2020  
Academy of Management Annual Conference, Boston, MA, 2019  
Strategy Science Annual Conference, Salt Lake City, UT, 2019  
Strategic Management Society Annual Conference, Paris, France, 2018  
Strategic Management Society Annual Conference, Houston, TX, 2017  
Entrepreneurship and Collaboration Conference, University of Colorado at Boulder, 2017  
Annual Meeting of the International Association of Business and Society, Park City, UT, 2016  
Academy of Management Annual Conference, Anaheim, CA, 2016

### **TEACHING**

Undergraduate and Graduate-Level Courses:  
Creativity and Innovation, Texas A&M University, 2019-Present  
Entrepreneurship in Energy (MBA co-instructor with Prof. W. Arnold), Rice University, 2018  
Business Strategy, University of Houston, 2017-2018  
International Business, University of Houston, 2017  
Business Economics, Peking University, 2009

### **UNIVERSITY SERVICES**

Undergraduate Advisor, Management-Entrepreneurship Track, 2022-Present  
Admissions Committee Member, Master of Science in Entrepreneurial Leadership, 2020-Present  
Academic Committee Advisor, McFerrin Center for Entrepreneurship, 2019-Present  
Mentor, OwlSpark Accelerator and Station Houston, 2017-2019

### **PROFESSIONAL AFFILIATIONS AND SERVICES**

## Toby X. Li

Department of Management  
Mays Business School | Texas A&M University  
420S Wehner Building, College Station, TX, 77843  
Phone: (832) 628-9689  
Email: [tli@mays.tamu.edu](mailto:tli@mays.tamu.edu)

Editorial Board, *Management Review Quarterly*, 2022-Present  
Reviewer, *Strategic Management Journal*, 2020-Present  
Reviewer, *Global Strategy Journal*, 2020-Present  
Reviewer, *Strategic Entrepreneurship Journal*, 2020-Present

### INDUSTRY EXPERIENCES

Analyst, Corporate Strategy, ExxonMobil, Houston, TX (2011-2013)  
Personal consulting projects for clients: ExxonMobil, Pacific Drilling, Westney Consulting

**Societal Impact Statement:** Through my research and teaching, I strive to help solve some of the critical challenges faced by business leaders, whether they are running startups or even more established companies. One of my research streams studies how firms can successfully initiate and leverage critical partnerships, which include topics such as signaling, negotiating more favorable contractual terms, and acquiring capabilities. Another research stream studies how firms can effectively respond to uncertainties in their environment, such as market downturns and uncertainty shocks. My overarching mission is to offer companies guidance to navigate the complexities when managing with their partnerships and when operating in their environments.