

# Toby X. Li

Department of Management  
Mays Business School | Texas A&M University  
420S Wehner Building, College Station, TX, 77843  
Mobile: (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  
Jones Graduate School of Business  
*Graduate Fellow* at the 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, resource allocation, contracting, and organizational learning.

## 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.

Ross, J-M., Li, T., Hawk, A., Reuer, J. 2022. "Resource idling and capability erosion", *Academy of Management Journal*, forthcoming.

## RESEARCH IN PROGRESS

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

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

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

[Title withheld], with C. Lioukas and J. Reuer (under review at *Academy of Management Journal*).

## Toby X. Li

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

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

“Competitive interdependence and tie formation between new ventures”, with E. Cox-Pahnke, M. Howard, and L. Brändle (preparing for submission to *Strategic Management Journal*).

“Balancing commitment and flexibility within the organization during technological change”, with Y. Kim, Z. Chen, and C. Kim (preparing for submission to *Academy of Management Journal*).

“The effects of acquisition timing on target premium, quality, and performance”, with C. Devers and G. McNamara (preparing for submission to *Strategic Management Journal*).

“Jumpstarting trust: Active trust production in interorganizational relationship”, with F. Lumineau and O. Schilke (*writing stage*).

“Why do some firms struggle to reactivate idled resources? Exploring firm-specific sources of capability erosion”, with J-M. Ross and J. Reuer (*writing stage*).

“Reactivation of idled resources in uncertain environments”, with J-M. Ross and J. Reuer (*writing stage*).

“Firm speed and environmental performance”, with A. Hawk (*writing stage*).

“When one man’s trash becomes another man’s trash: The impact of Scope 3 disclosure on suppliers’ GHG emissions”, with Y. Kim, Y. Ahn, and S. Boivie (*data collection and analyses*).

“Spillover effects of sustainability practices”, with Z. Chen, Y. Kim, and S. Boivie (*data collection and analyses*).

“Investments under uncertainty: The role of organizational constraints”, with Z. Chen and T. Tong (*data collection and analyses*).

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

“Disengaging from doing good: Divesting CSR assets and its effects on stakeholders’ perceptions”, with S. Paruchuri and Y. Kwon (*data collection*).

### 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.

## **Toby X. Li**

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

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*

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

## **INVITED RESEARCH PRESENTATIONS**

University of Illinois at Urbana-Champaign (expected August 2023)  
China Europe International Business School (CEIBS) (May 2023)  
Nova School of Business and Economics (September 2021)  
University of Colorado at Boulder (October 2019)

## **CONFERENCE PRESENTATIONS**

Academy of Management Annual Conference (Seattle 2022, Boston 2019, Chicago 2018)  
Strategic Management Society Annual Conference (London 2022, Virtual 2020, Paris 2018, Houston 2017)  
Israel Strategy Conference (Tel Aviv 2022)  
Annual Real Options Conference (Porto 2022, Virtual 2021)  
Vienna Conference on Strategy, Organizational Design, and Innovation (Vienna 2022)  
Strategy Science Annual Conference (Salt Lake City 2019)  
Entrepreneurship and Collaboration Conference (University of Colorado at Boulder 2017)  
Annual Meeting of the International Association of Business and Society (Park City UT 2016)

## **GRANTS AND AWARDS**

# Toby X. Li

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

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

## 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

Faculty Search Committee, 2022-2024  
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

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 their partnerships and operating in their environments.