

Toby X. Li

Department of Management
Mays Business School | Texas A&M University
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ACADEMIC EMPLOYMENT

Assistant Professor in Strategy and Entrepreneurship Mays Business School, Texas A&M University	2019-Present
Faculty Affiliate at the Energy Institute Texas A&M University	2024-Present

EDUCATION

Ph.D. in Strategic Management Jones Graduate School of Business <i>Graduate Fellow</i> at the Baker Institute's Center for Energy Studies Rice University, Houston, TX	2019
M.Phil. in Management Economics Judge Business School, Energy Policy Group Cambridge University, Cambridge, UK	2011
B.A. in Business Economics, International Relations Brown University, Providence, RI <i>Magna Cum Laude</i>	2007

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*, 66(5): 1334-1359.

Hawk, A., Reuer, J., Li, T. 2024. "Do alliances make firms faster?", *Strategy Science*, forthcoming.

RESEARCH IN PROGRESS

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

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[Title withheld], with A. Sakhartov, 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 Y. Kim, Z. Chen, and C. Kim (revise and resubmit at *Journal of Product Innovation Management*).

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

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

“Competitive interdependence and tie formation between new ventures”, with E. Cox-Pahnke, M. Howard, and L. Brändle (*working paper*).

“The effects of acquisition timing on target premium, quality, and performance”, with C. Devers and G. McNamara (*working paper*).

“Firm speed and environmental performance”, with A. Hawk (*working paper*).

“Accessing or acquiring environmental capabilities using alliances”, with A. Hawk (*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*).

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.

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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 (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 (Boston 2023, 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

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

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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

Doctoral Dissertation Committee: Peter Nahm (Management, 2024), Sijia Zhang (Economics, 2025)

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, *Organization Science*, 2023-Present

Reviewer, *Strategic Organization*, 2023-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 am dedicated to addressing the pressing issues that confront business leaders, from those spearheading startups to those at the helm of more established organizations. My work examines strategies companies can employ to initiate and maximize the benefits of essential partnerships. This includes exploring effective signaling, negotiating advantageous contractual terms, and enhancing their capabilities. My work also delves into how companies can adeptly adjust to uncertainties, especially during market downturns and unforeseen disruptions. My primary goal is to provide actionable insights that help businesses skillfully manage their partnerships and adeptly navigate the complexities of their environments.