

## **Jun Zhao**

Governors State University  
College of Business and Public Administration  
1 University Parkway, G 285  
University Park, IL 60484  
(708) 534-4953

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### **EMPLOYMENT**

Division Chair, Management, Marketing and Public Administration Division, College of Business and Public Administration, Governors State University, University Park, IL, April 2012- March 2013

Professor of Management, College of Business and Public Administration, Governors State University, University Park, IL June 2011 - Present

Associate Professor, College of Business and Public Administration, Governors State University, University Park, IL, July 2005 – June 2011

Assistant Professor, College of Business and Public Administration, Governors State University, University Park, IL, July 1999 – July 2005

Assistant Professor, Department of Management, Western Illinois University, Macomb, IL, August 1998- May 1999

Teaching Assistant, Department of Management, Southern Illinois University, Carbondale, IL, August 1994- May 1998

Sales representative, Sichuan Publishing Industry Trading Co., Chengdu, Sichuan, China August 1990-August 1992

### **Other Academic Positions:**

Associate Professor of Management, Martin V. Smith School of Business and Economics, California State University Channel Islands, 8/2009- 12/2009

Adjunct Faculty Member, Roosevelt University, 2006-2011

### **EDUCATION**

Doctor of Business Administration (DBA), Southern Illinois University, Carbondale, IL  
Degree granted: August 1998

Major: Organization Studies

Minor: Industrial Organizational Economics

Dissertation: Corporate Refocusing during the 1990s: An Empirical Investigation of Its Performance Consequences  
Advisor: Dr. Charles I. Stubbart

Master of Business Administration (MBA), Southern Illinois University, Carbondale, IL  
Degree granted: August 1994  
Major: Management

Bachelor of Engineering, Shanghai Jiaotong University, Shanghai, China  
Degree granted: July 1990  
Major: Industrial Management Engineering

## **RESEARCH**

### Research Interest

Competitive advantage and resource-based view  
Corporate restructuring and refocusing  
Cross-border Mergers and Acquisitions  
Organizational downsizing  
Cross-cultural management  
Psychological contract in employment

### Referred Journal Publications

Andrews, A., Simon, J., Tian, F., & Zhao, J. (2011), "The Toyota Crisis: An Economic, Operational, and Strategic Analysis of the Massive Recall", *Management Research Review*, Vol. 34, No. 10, 1064-1077.

Zhao, J., Michalisin, M., & Stubbart, C. (2011), "Corporate Restructuring Strategies that Change Corporate Focus: An Empirical Investigation of Their Performance Consequences", *Advances in Competitiveness Research*, Vol. 19, Issue1, 15-37

Zhao, J., Rust, K., & McKinley, W. (2010), "Downsizing, Ideology, and Contract: A Chinese Perspective", Accepted for publication by *Chinese Management Studies* (Emerald Publishing Network), Vol., 4, No. 2, 119-140.

Zhao, J., (2010), "Ownership Structure and Corporate Diversification Strategies of Chinese Business Groups", *Management Research Review (Formally Management Research News)*, Vol. 33, No. 12, 1101 – 1112.

Zhao, J. (2009), Diversified Business Groups and Corporate Restructuring in China, *Management Research News*, Vol. 32, No. 9, 874-887.

Zhao, J., & Chen, L. (2008), "Individualism/Collectivism, Selected personality traits, and psychological contract in employment: A comparative study", *Management Research News*, Volume 31, No. 4, p. 289-304

McKinley, W., Zhao, J., & Rust, K. (2000), "A socio-cognitive perspective of organizational downsizing", *Academy of Management Review*, Vol. 25, No. 1, p. 227-243.

#### Book Chapter

Zhao, J., (2004). "Psychological Contracts and the New Employment Relationship", Book chapter in *On the Frontiers of Science*, Vol. III, Tsinghua University Press, Beijing.

#### Proceedings and Presentations

Zhao, J. (2012), "Does Corporate Downsizing Improve Performance? An Empirical Study", paper presented at the Western Academy of Management conference, March 2012, San Diego, CA

Zhao, J., Andrews, A., Simon, J., and Tian, F. (2010), "Toyota Crisis: Economic, Strategic, and Operational Causes and Consequences of the Massive Recall", Proceeding of the Southern Management Association annual conference, November 2010, St. Pete, FL.

Zhao, J. (2008), "Ownership Structure and Corporate Diversification Strategies of Chinese Business Groups", paper presented at the 2008 Academy of Management Conference, Anaheim, CA

Zhao, J. (2007), "Diversified Business Groups and Corporate Restructuring in China", proceedings of the 2007 Decision Science Institute annual conference. Phoenix, AZ.

Zhao, J., & Chen, L. (2006), "Cultural values, personality, and psychological contract in employment: A comparative study", proceedings of the 2006 Decision Science Institute annual conference, San Antonio, TX

Zhao, J. (2004), "Management Study in the Chinese Context: Opportunities and Challenges", GSU Occasional Paper Series.

Rust, K., McKinley, W., Edward, J., & Zhao, J. (2004), "Business Ideologies and Perceived Breach of Contract: A Chinese Perspective", presented at the inaugural conference of International Association of Chinese Management Research (IACMR), June 2004, Beijing.

Zhao, J. (2003), "Using Group-based Simulation in Online Management Education", presented at the 2003 Decision Science Institute conference, Washington, D. C., November, 2003

Zhao, J. (2001), "Corporate restructuring, international diversification, and firm performance", proceedings of the 2001 Decision Science Institute annual conference, San Francisco, CA

Zhao, J., Michalisin, M., & Stubbart, C. I. (1999), "Corporate refocusing during the 1990s: A new typology with an empirical investigation of its performance consequences", Proceedings of the Decision Science Institute annual meeting, New Orleans, LA.

Zhao, J., & Liao, J. (1998), "Business scope, business relatedness, and firm profitability: The performance effect of corporate refocusing". Paper presented at the Academy of Management annual meeting (San Diego, CA).

Liao, J., & Zhao, J. (1998), Corporate restructuring during the 1980s: An empirical investigation of its antecedents and consequences. Paper presented at the Academy of Management annual meeting (San Diego, CA).

Zhao, J., Liao, J., and Ponce de Leon, J. A. (1997), "Resource-based view: An emerging paradigm for strategy?". Paper presented at the Academy of Management annual meeting (Boston, MA)

Zhao, J., Rust, K.G., & McKinley, W. (1997), "A sociocognitive interpretation of downsizing: Towards a paradigm shift". Proceedings of the European International Business Academy annual meeting (Stuttgart, Germany)

Zhao, J. (1997), "Exploring the causes of organizational downsizing: A multivariate approach", Proceedings of the Midwest Decision Science Institute annual meeting (Indianapolis, IN).

Ponce de Leon, J. A., Rust, K.G., and Zhao, J. (1996), "The bridges and gaps between IO and strategy: Revisiting a source of ideas and concepts for strategy". Proceedings of the 39th Midwest Academy of Management annual meeting (South Bend, IN)

Liao, J., and Zhao, J. (1996), "Strategic persistence and strategic change: The effect of inter-organizational network", Proceedings of the 39th Midwest Academy of Management annual meeting (South Bend, IN).

Zhao, J., and Rust, K. (1996), "Socio-cognitive Interpretation of organizational downsizing", Proceedings of the 4<sup>th</sup> Interdisciplinary Student of Organization Annual Meeting (Chicago, IL)

## Research Awards and Grant

Recipient of “Highly Commented Award” for “Individualism/Collectivism, Selected personality traits, and psychological contract in employment: A comparative study”, *Management Research News* 2009

Best Theoretical/Empirical Paper Award, Decision Science Institute, 1999 annual conference, for “Corporate focusing strategies during the 1990s: A new typology with an empirical investigation of its performance consequences”

1999 Summer Research Award, College of Business and Technology, Western Illinois University; for “Corporate restructuring, international diversification, and firm performance”, \$2500

Recipient of 2002 University Research Grant, Governors State University, “Business Ideology and Perceived Breach of Contract during Downsizing: A China Perspective”, \$900.

Recipient of 2004 University Research Grant, Governors State University, “Post-Acquisition Workforce Reduction and Its Impact on Firm Performance: An Empirical Study of Chinese Firms”, \$500.

## **TEACHING**

### Teaching Interest

Strategic Management/Business Policy  
Organizational Behavior  
International Management  
International Business  
Principles of Management

### Teaching Experience

Introduction to Management	Governors State University
Business Policy (Undergraduate)	Governors State University Western Illinois University Southern Illinois University
Business Policy (Online)	Governors State University
Business Policy (MBA)	Governors State University
International Management (MBA level)	Western Illinois University Governors State University

International Business (Undergraduate)	Governors State University
International Business (MBA)	Governors State University Roosevelt University
Organizational Behavior	Governors State University Southern Illinois University
Small Business Management (MBA level)	Governors State University
Business and Culture of China (Course with a travel component)	Governors State University

### **PROFESSIONAL ACTIVITIES**

Member, Academy of Management, 1999-present

Member, Academy of International Business, 1999-2001

Member, Strategic Management Society, 1999-2001

Founding member of the International Association of Chinese Management Research, 2003-present

Council member of the Society of Chinese American Professors and Scientists, 2006-present

Reviewer for the Academy of Management Annual Conference (BPS/ENT/IB Division), 1997, 1998, 2003, 2008, 2009, 2010

Ad hoc reviewer for *Journal of Management* and *Asia Pacific Journal of Management*

### **OTHER SERVICE ACTIVITIES**

Co-Chair, Faculty and Student Development Subcommittee, College of Business and Public Administration, Governors State University, 2009- 2011

Faculty champion for the “Globalizing Business Schools” partnership program with Indiana University’s Center for International Business Education and Research (CIBER), 2010-2014

Chair, Search Committee for three Management Faculty Positions, College of Business and Public Administration, Governors State University, 2009-2010

Chair, Division Personnel Committee, College of Business and Public Administration, Governors State University, 2009-2010

Secretary and member, Faculty Development Advisory Council, Governors State University, 2011-Present

Member, Global Affairs Committee, Governors State University, 2010-Present

Member, Planning and Budgeting Committee, Governors State University, 2009-Present

Member, Campus Advisory Committee for the IRiS ERP system, 2010

Member, Faculty Development Steering Committee, Governors State University, 2009-Present

Member, Provost Search Committee, Governors State University, 2007

Chair, Search Committee for Assistant Professor of Operations Management, College of Business and Public Administration, Governors State University, 2005

Coordinator, Business and Applied Science Program, College of Business and Public Administration, Governors State University, 2004 - 2008

Member, Curriculum Committee, MMPA Division, College of Business and Public Administration, Governors State University, 1999-2001

Member, Faculty Senate, Governors State University, 2000-2002, 2005-2008

Member, Graduate Council, Governors State University, 2002 - 2008

Member, University Honor Program Council, Governors State University, 2002- Current

Member, Marketing and Recruitment Committee, College of Business and Public Administration, Governors State University

Member, Departmental Curriculum Assessment Committee, Department of Management, Western Illinois University, 1998-1999

Member, MBA Student Advisory Committee, College of Business and Technology, Western Illinois University, 1998-1999

Consultant, Education Consortium for the Ford Motor Company Technology Training Center

## **OTHER AWARDS AND HONORS**

Honorary Inductee, Delta Mu Delta, the Honor Society for ACBSP, 2012

Finalist, Faculty Excellence Award, Governors State University, 2011

Faculty Excellence Award, Governors State University, 2001

Junior Faculty Consortium, Business Policy and Strategy Division, Academy of Management, August 2001

Certificate of Appreciation for Significant Contribution to Student Learning, Awarded by the College of Business and Public Administration and CBPA Student Advisory Council, Governors State University, April 2001

Certificate of Appreciation for Significant Contribution to Student Learning, Awarded by the College of Business and Public Administration and CBPA Student Advisory Council, Governors State University, May 2002

Dissertation Research Award, Graduate School, Southern Illinois University, 1997-1998

Doctoral Student Consortium, Business Policy and Strategy Division, Academy of Management, August, 1997

Member, Beta Gamma Sigma, the honor society of collegiate schools of business



## References

Dr. William McKinley  
Associate Professor of Management  
College of Business Administration  
Southern Illinois University at Carbondale  
Carbondale, IL 62901-4627  
618-453-7886  
decline@cba.siu.edu

Dr. Susan Gaffney  
Associate Professor of Public Administration  
College of Business and Public Administration  
Governors State University  
University Park, IL 60484  
708-235-7626  
sgaffney@govst.edu

Dr. William Wilkinson  
Emeritus Professor of Marketing  
College of Business and Public Administration  
Governors State University  
University Park, IL 60466  
708-534-5000  
wwilkinson@govst.edu