

Newsletter

Faculty & Research Center Publications



China Depth, Global Breadth

Awards & Honors

Li, Qiang and Mai, Ke and Zhang, Lingling. 2026. The 2026 Research Excellence Award Winner.

Chen, Weiru and Farh, Jiing-Lih Larry and Kwan, Ho Kwong and Kim, Tae Yeol and Prashantham, Shameen and Tan, Yinliang and Yu, Fang and Zhao, Hao and Zhao, Xiande. 2026. Being included in the 2026 World's Top 2% Scientists list.

Chng, Han Ming Daniel. 2026. Outstanding Reviewer Award, Academy of Management Review.

Liu, Yixuan. 2026. Best Paper Award, Conference on Health IT and Analytics (CHITA).

Mai, Ke. 2026. Best Reviewer Award, Organizational Behavior and Human Decision Processes.

Tan, Yinliang. 2026. Rank 13 on the OM/SCM Faculty Productivity Leaderboard.

Tan, Yinliang. 2026. First Prize, 2026 Shanghai MBA Case Teaching Competition, for the case POOK Technology: How AI Drives Business Value and Enhances Productivity, developed for the course "Artificial Intelligence and Business Transformation".

Zhang, Feida and Chen, Shimin. 2026. Rank 4 globally, Financial Times list of the six bestselling new cases published since 2024, for the case Frontline Fulfilment Centres: A Profitable Business Model or a Mirage? (A/B/C).

Peer Reviewed Journal Articles

Spolma, T., Ravid, D., Mai, K. M., & Jiang, Y. forthcoming. "When Shifts Matter for Hybrid Teams: The Moderating Role of Location Predictability". *Journal of Applied Psychology*. (FT50).

Abstract: In recent years, changes to the nature of work and evolving employee preferences have led to the rise of hybrid teams. In contrast to traditional teams, hybrid teams frequently shift between remote and face-to-face interaction. This structure raises new questions about how such dynamism impacts team en-

gagement, an emergent state typically thought to develop under long periods of stability and face-to-face interaction. Drawing on the boundary transition theory of dynamic teamwork, we theorize that weekly downshifts in face-to-face interaction (i.e., relative decreases from the prior week) harm weekly team engagement and performance, but only for teams with lower levels of location predictability—an important yet understudied differentiator of hybrid team functioning. To test these ideas, we use a within-team, repeated measures field survey design with a sample of hybrid sales teams at a large alcohol distributor in China. We surveyed 164 hybrid teams and their supervisors across six weeks (648 team-level weekly responses) to capture shifts in team interactions and examine their impact on weekly team engagement and performance. Results supported our hypotheses. By focusing on the role of weekly fluctuations in team structures and how team location predictability shapes these effects, we advance our understanding of the unique and dynamic nature of hybrid teams.

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Valenzuela, M.A., Lee, Y.T. & Gyamfi, N.Y.A. 2026 Aug. "A conceptual model of acculturation from a dynamic person–environment fit perspective". *Journal of International Business Studies*. (FT50).

Abstract: Acculturation is a critical yet insufficiently theorized process underlying expatriates' and migrants' cross-cultural adjustment. A central assumption in acculturation research is that adjustment depends on the fit between individuals and their environment, yet the concept of fit and its temporal development remain underdeveloped. We develop a dynamic conceptual model of acculturation by integrating person–environment (P–E) fit theory with acculturation research, and conceptualize acculturation as a continuous interaction between individuals' abilities and needs, environmental demands and supplies, and cultural value congruence. We theorize two forms of acculturation fit, expected–performed (demands–abilities) and preferred–enabled (needs–supplies), that jointly shape cross-cultural adjustment and acculturative stress. The model unfolds in three phases: initial acculturation conditions defined by P–E fit and value congruence; stress-triggered fit adaptation; and longer-term value alignment. Within this framework, acculturative stress is reconceptualized as a conditional motivational force that can drive adaptive or maladaptive re-

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Faculty Research Publications

sponses depending on value congruence. We further introduce structural (over- vs. under-misfit) and temporal (short- vs. long-term) asymmetries to explain how misfit conditions generate immediate behavioral adaptation and longer-term value change. The framework offers greater theoretical precision for understanding acculturation dynamics and provides actionable insights for managing globally mobile professionals in international business.

Paper: <https://doi.org/10.1057/s41267-026-00895-2>

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Cotton, R., Javidan, M., Egri, C. P., Dorfman, P. W., Bullough, A., Kar, A., ..., Wang, A. C., ..., Zoogah, B. forthcoming. "The New GLOBE Project Integrative Model of Outstanding Leadership: A Springboard for Large-Scale Comparative Research in 134 Societies". *Journal of World Business*. (A*).

Abstract: Based on Implicit Leadership Theory (ILT), we expand on the Global Leadership and Organizational Behavior Effectiveness (GLOBE) 2004/2014 leadership model and present a reconfigured and updated GLOBE Integrative Model of Outstanding Leadership. This new model measures the contributors and inhibitors of outstanding leadership across 134 countries/societies – more than twice the number of societies included in the original GLOBE model and accounting for over 99% of world GDP and over 95% of world population – in the hopes of fueling comparative research in a much larger set of societies around the world. The new leadership model is based on a sample of 44,971 managers and professionals who participated in surveys (118 versions of 60 languages). In this paper, we report on our attempt to replicate the GLOBE 2004/2014 leadership model and then describe the methodological approach utilized to create the new, reconfigured model and its eight dimensions – six “light side” behavioral dimensions to aspire to and two “dark side” behavioral dimensions to avoid/curtail. This model is valid and reliable at both individual and societal levels and scores are provided for each of the eight leadership dimensions for each society. We provide descriptions for each leadership dimension along with survey items, a methodology supplement, and a world map supplement with maps for each of the eight dimensions. We describe theoretical implications, limitations, and future research directions, and include example direct and moderator hypotheses for the eight dimensions. We also offer managerial recommendations to foster more adaptive, integrative and contextualized leadership practice.

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Liu, X., Dong, J., Yu, Y., Zheng, J., Zheng, X., & Lee, B. Y. 2026. "From Friction to Fulfillment: Examining When and How Spousal Active-Destructive Responsiveness to Employees' Sharing of Positive Events Benefits the Work Domain". *Journal of Organizational Behavior*. (A*). 47, 66-80.

Abstract: Previous research shows that spousal active-destructive responsiveness to their partner's sharing of positive events has a negative impact on outcomes within the family domain. We shift the focus of the literature to the work domain and challenge the conventional wisdom to theorize that spousal active-destructive responsiveness can spill over to enhance employee work-related outcomes under specific conditions. Specifically, we draw on the self-concordance model to hypothesize that spousal active-destructive responsiveness in the evening indirectly increases employee job satisfaction in the following afternoon via work engagement in the following morning for employees with lower rather than higher proactive personality. We used an exper-

ience sampling method to collect daily three-wave survey data (N = 1066) from 125 employee-spouse dyads over a consecutive two-week period (10 working days) and found support for our hypotheses. Our study provides insights into the spousal responsiveness literature and has implications for managerial practice.

Paper: <https://doi.org/10.1002/job.70047>

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Wang, Xiaofang, Pan, Chenhe, Liu, Yixuan and Lai, Guoming. 2026. "Managing the two-tier healthcare system: referral discounts and artificial intelligence-based diagnosis". *International Journal of Production Research*. 64, 18, 7573–7590.

Abstract: Without professional assistance, patients cannot accurately identify their severity and thus often make inappropriate choice among tiered care providers. Recently, artificial intelligence - based diagnosis (AI-based diagnosis) is widely used to help patients make better treatment choice in addition to traditional financial incentives. In this paper, we develop a strategic queueing model, where a low-level provider (GP) may refer patients to a high-level provider (SP) and the patients can strategically choose where to go for initial treatment after seeking AI advice. We find that the common practice of discounting the SP's treatment fees for referred patients may not be able to close the social welfare gap between market equilibrium and social optimum while this gap can always be closed by adjusting the SP's treatment fees together with such referral discounts. Moreover, social welfare can be improved by increasing the AI diagnostic accuracy. This effect becomes more significant when the GP has a higher error probability of treating a truly severe patient but may be less significant when the GP is more likely to refer a truly non-severe patient, depending on the SP's capacity. Finally, the two-tier healthcare system may be worse off using AI-based diagnosis under some circumstances.

Paper: <https://doi.org/10.1080/00207543.2026.2642418>

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Professional/Trade Journal Articles

Ding, Yuan and Prashantham, Shameen. 2026 Jun. "How Chinese Firms Are Saving Western Brands ". *HBR.org*.

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Ramasamy, B., & Yeung, M. 2026. "Who Bears the Burden of Trade Tariffs? An Analysis of Importer-Exporter Bargaining Power". *AIB Insights*.

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Wei, W., Xin, K., Yip, G. S., & Greeven, M. 2026 Jul. "AI Adoption is Testing Modular Firms". *HBR.org*.

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Books/Monographs

Tan, Yinliang and Liu, Geng. 2026. 智能跃迁：中国企业的AI转型实践 (*AI Transformation in China*). 清华大学出版社.

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Faculty Research Publications

Cases

Bai, Guo and Wang, Dan. 2026. "擎天集团内部创业". CC-0426-041.
Contact: guobai@ceibs.edu

Chen, Shimin. 2026. "2026财务报表预读--锦江酒店, 昂立教育与太阳纸业". CC-0126-044.
Contact: cshimin@ceibs.edu

Chen, Shimin. 2026. "财务报表格式比较". CC-0126-059.
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Fedaseyeu, Viktor. 2026. "Magna and XPeng: A European Manufacturing Decision". CE-0426-049.
Contact: viktar.fedaseyeu@ceibs.edu

Fedaseyeu, Viktor. 2026. "霸王茶姬的IPO". CE-0626-050.
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Gong, Yan and Zhao, Haijun. 2026. "潜域科技的范式革命". CC-0426-048.
Contact: gongy@ceibs.edu

Han, Jian, Zhu, Qiong and Guo, Jinghao. 2026. "天俱时的文化". CC-1426-058.
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Landoni, Mattia and Zheng, Yeliangzi. 2026. "Xiao Ma's Pension Dilemma (A) : Personal Decision". CE-0626-063.
Landoni, Mattia and Zheng, Yeliangzi. 2026. "Xiao Ma's Pension Dilemma (B) : Corporate Decision". CE-0626-064.
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Lee, Byron Yee Sing, Schuh, Sebastian Christian, Yan, Jia (Sally) and Zhao, Liman. 2026. "ECOVACS' Transformation: Responsible Leadership in the Age of Agentic AI". CB-1426-046.
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Liang, Chao, Xiang, Peirong and Wu, Fan. 2026. "从经验到算法: 叮咚买菜的供应链治理重构". CC-1326-054.
Contact: chaoliang@ceibs.edu

Rui, Meng and Liu, Xinjie. 2026. "文进的家庭财富管理规划". CC-0626-051.
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Shan, Hongyu and Zhao, Haijun. 2026. "阿里影业B". CC-0626-061.
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Wang, Gao and Xue, Wenting. 2026. "沃太能源D2C". CC-1126-047.
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Wang, Qi and Xue, Wenting. 2026. "美云智数AI营销". CC-1126-045.
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Wang, Yajin and Zhu, Qiong. 2026. "鼎泰丰: 能否持续在北美爆发?". CC-1126-042.
Contact: yajinwang@ceibs.edu

Xiang, Yi, Xiang, Peirong and Yang, Yuchen. 2026. "德胧集团: AI重塑酒店服务". CC-1126-053.
Contact: yixiang@ceibs.edu

Xiang, Yi, Xiang, Peirong and Yang, Yuchen. 2026. "迈富时: 从营销软件到AI平台". CC-1126-055.
Contact: yixiang@ceibs.edu

Yang, Wei, Xiang, Peirong and Zhang, Chi. 2026. "麦当劳中国的数字化转型". CC-1826-052.
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Zhang, Hua and Wang, Xiaozhou. 2026. "江波龙: 存储行业的周期挑战". CC-0626-060.
Contact: zhua@ceibs.edu

Zhang, Hua, Zhao, Haijun and Wang, Xiaozhou. 2026. "中国电商平台龙头之争: 拼多多与阿里巴巴". CI-124-096.
Contact: zhua@ceibs.edu

Zhang, Yu and Wang, Dan. 2026. "三珍食品 (A): 做不做C端业务?". CC-1826-056.

Zhang, Yu and Wang, Dan. 2026. "三珍食品 (B): 创立C端品牌“有鱼妖”". CC-1826-057.
Contact: zyu3@ceibs.edu

Zhang, Yu and Zheng, Yeliangzi. 2026. "维谛技术中国: 与本土公司的竞争战略". CC-1826-062.
Contact: zyu3@ceibs.edu

Zhu, Haikun. 2026. "SpaceX 的 1.77 万亿美元: 你必须相信什么?". CC-0626-043.
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Newspaper/Media Articles

Lan, Xiaohuan and Wu, Xinyi. 2026 Sep. 7th. The Balancing Act Needed to Boost China's Consumption. *South China Morning Post*.
Paper: <https://www.scmp.com/economy/global-economy/article/3366326/economist-lan-xiaohuan-balancing-act-needed-boost-chinas-consumption>
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Faculty Research Publications

Tsai, Soo-Hung Terence & Nathen Tian. 2026. 4秒，2年，打破

数10年垄断，张雪机车怎样后发制人？. *中欧知识*.

Paper: <https://cn.ceibs.edu/new-papers-columns/29337>

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Tsai, Soo-Hung Terence & Nathen Tian. 2026. Two Sessions:

From growth to green - What China's new economic play-book means for business. *CEIBS News*.

Paper: <https://www.ceibs.edu/new-papers-columns/28659>

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Tsai, Soo-Hung Terence & Nathen Tian. 2026. 世界是个巨大的

草台班子？但当真你就输了. *中欧知识*.

Paper: <http://cn.ceibs.edu/new-papers-columns/28635>

Contact: tterence@ceibs.edu

Tsai, Soo-Hung Terence & Nathen Tian. 2026. 世界杯，没有中

国队，但离不开中国. *中欧知识*.

Paper: <https://cn.ceibs.edu/new-papers-columns/29497>

Contact: tterence@ceibs.edu

Tsai, Soo-Hung Terence & Nathen Tian. 2026. 胖东来模式，是

否可复制？. *中欧知识*.

Paper: <https://cn.ceibs.edu/new-papers-columns/28918>

Contact: tterence@ceibs.edu

Wang, Hong. 2026 September 15. 未来资管中心竞争，要比拼全

球资产配置能力. *时代周报*.

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Wang, Hong. 2026 September 18. 上海首进全球前三，领跑亚洲

资管中心. *人民网*.

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