

SHAOHUA LU

Santa Clara University | The Leavey School of Business
Management & Entrepreneurship Department
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ACADEMIC APPOINTMENTS

Santa Clara University

The Leavey School of Business

Assistant Professor: Management & Entrepreneurship Department

2017 – Present

Family and medical leave: 2018, 2021, 2024

Tulane University

A.B. Freeman School of Business

Visiting Assistant Professor: Management Department

2015 – 2017

The Ohio State University

Fisher College of Business

Lecturer, Research Assistant, and Teaching Assistant

2010 – 2015

EDUCATION

Ph.D. in Strategy (2015)

The Ohio State University, Fisher College of Business – Columbus, Ohio

M.A. in Strategy (2007)

Shanghai University of Finance and Economics, College of Business – Shanghai, China

B.A. in Marketing (2004)

Qingdao University, College of Business – Qingdao, China

RESEARCH

Articles in Peer-Reviewed Journals

- Woolley, J. L. & Lu, S. (2026). Who Founders Public Firms? The Influence of Founder Gender, Human Capital, and Social Capital on the Likelihood of IPO. *Academy of Management Discoveries*.
- Weigelt, C., Lu, S., & Verhaal, J. C. (2021). Blinded by the sun: The role of prosumers as niche actors in incumbent firms' adoption of solar power during sustainability transitions. *Research Policy*, 50(9): 104253.
- Anand, J., Kim, H., & Lu, S. (2016) Resource characteristics and redeployment strategies: Toward a theoretical synthesis. Folta TB, Helfat CE, Karim S, eds. Resource Redeployment and Corporate Strategy. *Advances in Strategic Management*, vol. 35: 155–184.
- James, S. D., Leiblein, M. J., & Lu, S. (2013). How firms capture value from their innovations. *Journal of Management*, 39(5): 1123-1155.

Peer-Reviewed Best Papers Proceedings & Conference Proceedings

- Lu, S. & Madsen T. L. (2023) Capacity constraints of complementary assets and incumbent response to technological changes. *Academy of Management Best Paper Proceedings*.
- Weigelt, C., Lu, S., & Miller, D.J. (2019) Effects of firm resource commitment along the value chain on path dependent choices in wind adoption. *Academy of Management Proceedings*.
- Lu, S. & Anand, J. (2017) Resource redeployment under uncertainty: The case of solar adoption. *Academy of Management Proceedings*.

Book Chapters

- Barney, J. & Lu, S. (2013) Imitability. *The Palgrave Encyclopedia of Strategic Management*. Ed. by David Teece and Mie Augler.

Working Papers

- Woolley, J. L. & Lu, S. Collaboration in the digital age: Sharing nonmaterial digital resources across partnering firms. Revise and Resubmit at Information and Organization
- Lu, S. & Madsen, T. L. In Limits There is Freedom: Capacity Constraints of Complementary Assets and Incumbent Response to Technological Changes. Under review at Strategy Science.
- Lu, S., Woolley, J. L., & Madsen, T. L. Harnessing the Wind: Plural Sourcing Strategies in the Electric Utility Industry. Under review at *Academy of Management Discoveries*.
- Lu, S. How Do Firms Respond to Rivals' Investment under Strategic Interactions? Working Paper.

CONFERENCE PRESENTATIONS

Harnessing the Wind: Plural Sourcing Strategies in the Electric Utility Industry

- Strategic Management Society Annual Conference, San Francisco CA, 2025

Digitalization and Collaboration: The Use of Digital Resources across Collaborations

- IEEE Technology and Engineering Management Society Conference, San Diego CA, 2025

The Influence of Gender, Work Experience, and Education on the Likelihood of Raising Venture Capital and IPO in Genomics

- Diana International Research Conference, Sweden, 2024
- Industry Studies Annual Conference, Columbus OH, 2023

Capacity Constraints of Complementary Assets and Incumbent Response to Technological Changes.

- Academy of Management Annual Conference, Boston MA, 2023

How Do Firms Respond to Rivals' Investment under Strategic Interactions?

- Winter Strategy Conference, Park City Utah, 2022

Sun never sets: Ecosystem extension in the electric power industry

- Strategic Management Society Annual Conference, Virtual Toronto, 2021

Blinded by the sun: Demand-side legitimacy and incumbents' barriers to new technology investments

- Strategy Science Conference, Salt Lake City UT, 2019
- Academy of Management Annual Conference, Boston MA, 2019

Market entry via ownership and purchasing: The drivers of electric utilities' power purchase agreements for wind energy

- Sustainability, Ethics & Entrepreneurship Conference, Miami FL, 2018

Customers distributed solar adoption and electric utilities' green investments

- Academy of Management Annual Conference, Atlanta GA, 2017
- Strategic Management Society Annual Conference, Huston TA, 2017

Effect of Competitor Investments on Established Firms' Entry into Nascent Market: Evidence form the U.S. Electric Utilities' Adoption of Solar Energy

- INFORMS Annual Meeting, Nashville TN, 2016

How Competitors' Presence Affects Established Firms' Entry into Emergent and Uncertain Markets

- Strategic Management Society Annual Conference, Denver CO, 2015

Information and Competition: The Dual Role of Rival Firms' Choices under Uncertainty

- Strategic Management Society Annual Conference, Madrid Spain, 2014

Strategic Choice and Competitive Advantage under Imperfect Information: Beyond Strategic Factor Markets

- First Management Theory Conference, San Francisco CA, 2013

Beyond Strategic Factor Market: Competitive Advantage under Imperfect Information

- Academy of Management Annual Conference, Orlando FL, 2013

From Value Creation to Value Capture: A Review of How Firms Appropriate Returns from Innovation

- Academy of Management Annual Conference, Orlando FL, 2013

TEACHING EXPERIENCE

Santa Clara University

Course Instructor

Teaching load: 6 courses

- Management 162: Strategic Analysis (Undergrad) Fall 2017 – Present
Teaching evaluations: 4.6/5 (3-year avg)
- Management 3050: Strategic Analysis (Evening MBA) Fall 2019 – Present
Teaching evaluations: 4.7/5 (3-year avg)
- Management 3050: Strategic Analysis (Online MBA) Sum 2024 – Present
Teaching evaluations: 4.7/5 (3-year avg)

Tulane University

Course Instructor

- Management 4010: Strategic Management (Undergrad) Fall 2015 – Spring 2017

The Ohio State University

Course Instructor

- BUSMHR 4490: Strategic Analysis (Undergrad) Fall 2012 – Spring 2015

Teaching Assistant

- BA 555: Introduction to International Business (Undergrad) Fall 2010 – Spring 2012
- BA 799: Business Policy (Undergrad)

China Europe International Business School (CEIBS)

Teaching Assistant

- MBA and Executive MBA Strategy and Entrepreneurship courses 2007-2008

PROFESSIONAL SERVICES

Reviewer for Academy of Management Annual Meetings
Reviewer for Strategic Management Society Conference
Ad hoc Reviewer for Strategic Management Journal
Ad hoc Reviewer for Journal of Management Studies
Ad hoc Reviewer for Research Policy
Ad hoc Reviewer for Organization Studies
Ad hoc Reviewer for Journal of Strategy and Management

UNIVERSITY SERVICES

Co-Chair, Teaching Effectiveness Standards and Evaluation (TESE) Task Force 2025-2026
Department representative, Graduate Policy Committee 2023-2025
Coordinator, Management and Entrepreneurship Department Speaker series 2022-2023
Department representative, Faculty Senate Council 2020-2022
Department representative, Undergraduate Leadership Team Winter, 2021
Recruiting committee member, Management and Entrepreneurship Department 2019, 2022

WORK EXPERIENCE

China Europe International Business School (CEIBS), Shanghai, China

- Position: Research / Teaching Assistant 2007-2008
- Position: Case Writer, Case Development Center 2008-2010

GRANTS & AWARDS

Research Grant, SCU Leavey School of Business 2020 - 2025
Faculty Award, SCU Leavey School of Business 2024
Nominated for Best Paper, STR Division, AOM 2023
Faculty Summer Research Stipend, SCU 2018
Nominated for Best Paper Award, Strategic Management Society 2015
Edward F. Hayes Graduate Research Third Place, OSU 2015