

Tan Xiaowen

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EDUCATION

The University of Texas at Dallas, Richardson, TX
Ph.D. candidate in Management (Strategy)

Expected May 2027

University of International Business and Economics, Beijing, China
Bachelor of Business Administration with first-class honors

Aug 2021

RESEARCH INTERESTS

Employee: Employee mobility, whistleblowing, employee satisfaction, strategic human capital;

Social issue: Social movement, corporate culture, social value;

Disruption: Resilience in crisis, cyberattack, product recall, workplace safety, unintended.

RESEARCH

Manuscripts under Review

Tan, X., Qian, C., Takeuchi, R., From the streets to the firm: Feminist social protests and male employee turnover decisions. Under review at: *Academy of Management Journal*.

Summary: Using Women's March protests from 2017 to 2022 and employee turnover records from online professional profiles, we find that feminist protests in a firm's local community increases the firm's male employee turnover rate. Our study contributes to research on **social movements** by identifying **employee turnover** as a new mechanism through which social movements can reshape an organization's workforce, moving beyond external institutional pressure on which literature has mainly focused.

Tan, X. & Qian, C. Who gets cyberattacks? From the perspective of corporate social (ir)responsibility. Stage: Finalizing for submission. Under review at: *Journal of Management*.

- 85th AOM annual conference **best paper**, Copenhagen, July 2025
- **Finalist SMS best student paper**, San Francisco, Oct 2025

Summary: We show that both CSR and CSIR increase a firm's likelihood of being cyberattacked: CSR signals discretionary resources to instrumentally motivated hackers, while CSIR signals moral deficiency to expressively motivated insiders. The study highlights cyberattacks as an **unintended disruption** cost of **social engagement**, with **employee** identification and ideology shaping insider threats.

Work in Progress

Tan, X., Qian, C. & Li, A.N. When adversity strikes: Strategic attention and organizations resilience during crisis. Stage: Writing; Target: *Academy of Management Journal*.

- **Nomination for SMS best student paper**, Berlin, Oct 2026

Tan, X. & Qian, C. Organizational culture and employee whistleblowing. Stage: Writing and model adjustment.

Qian, C., **Tan, X.,** Liu, Y., Crilly, D., The unintended consequences of stakeholder management: A systematic review. Stage: Writing; Target: *Journal of Management*.

Qian, C., **Tan, X.,** Song, X., & Xia, X. Paying less to get more: The impact of training costs on firms' hiring strategies. Stage: Writing and model adjustment.

Wu, J., Jiang, N., Qian, C., **Tan, X.,** Product recall and employee reaction. Stage: Data analysis.

Conference Presentations

Tan, X., Qian, C., & Li, A.N. When divides drive performance: Top management team faultlines and organizational resilience.

85th AOM Annual Conference. Copenhagen.

Jul 2025

Tan, X., Qian, C., & Takeuchi, R. From the streets to the firm: Feminist social protests and male employee turnover decisions.

45th SMS Annual Conference. San Francisco, CA.

Oct 2025

Tan, X., & Qian, C. Who gets cyberattacks? From the perspective of corporate social (ir)responsibility.

UTD Research Days Poster Competition. The University of Texas at Dallas.

Oct 2024

85th AOM Annual Conference. Copenhagen.

Jul 2025

45th SMS Annual Conference. San Francisco, CA.

Oct 2025

AWARDS AND HONORS

Winner, **OWLIES awards PhD of the year**, The University of Texas at Dallas 2025

Best paper, 85th Academy of Management annual conference best paper, Copenhagen July 2025

Finalist, **Jindal student mentor award**, The University of Texas at Dallas Spring 2025

Finalist, **best student paper**, 45th Strategic Management Society annual conference Oct 2025

Graduate Teaching Assistantship, The University of Texas at Dallas 2023-present

Teaching Assistantship, University of International Business and Economics 2018-2021

TEACHING EXPERIENCE

Instructor, Naveen Jindal School of Management, The University of Texas at Dallas

- International Business, Fall 2024 (4.5/5.0)
- Finalist for Jindal student mentor (undergraduate) award, Spring 2025

Teaching assistant, Naveen Jindal School of Management, The University of Texas at Dallas

- Strategic Management, Fall 2025
- Business Strategies for Sustainability, Fall 2025
- International Business, Fall 2025, Spring 2025
- Social Sector Entrepreneurship & Community Engagement, Fall 2022, Spring 2023

Teaching assistant, School of Business, University of International Business and Economics

- Strategic Management, Fall 2018

SERVICE

Ad hoc reviewer, <i>Journal of Business Research</i>	2025
Ad hoc reviewer, <i>Asia Pacific Journal of Management</i>	2025-2026
Voluntary reviewer, Academy of Management Annual Conference	2023-2025
Voluntary reviewer, Strategic Management Society Annual Conference	2024-2025
Session moderator, Academy of Management Annual Meeting	Aug 2025
Vice president, JSOM PhD social club, The University of Texas at Dallas	2024–present
Moderator, OSIM PhD student brownbag series, The University of Texas at Dallas	2024–2025

SKILL

Natural Language Processing & Text Analysis: BERT, sentiment analysis, topic modeling, content analysis, Python (scikit-learn, pandas), supervised & unsupervised learning algorithms.

Statistical & Quantitative Methods: Stata, R, Stan (Bayesian data analysis), panel data analysis, regression modeling, data processing & cleaning;

Cybersecurity: Security risk management, threat analysis & mitigation, security frameworks (NIST, CIA Triad), vulnerability assessment.

Certifications

Machine Learning with Python, IBM training	Sep 2025
Google Cybersecurity Professional Certificate	Nov 2025

PROFESSIONAL EXPERIENCE

Laboratory of Business Intelligence (IBM-A100 Project), Beijing, China 2018–2020

Research Assistant

- Establishing the citation database for China National Intellectual Property Administration
- Database for intelligence property judgments from the Supreme People's Court of China

Cummins (China) Investment Co. Ltd. 2019–2020

Channel Management

REFERENCES

Cuili Qian, Ph.D.

Ashbel Smith Professor
Associate Editor, *Journal of Management*
Deputy Editor, *Management and Organizational Review*
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