

XI KANG

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Strategy & Business Economics ◊ Vanderbilt Owen Graduate School of Management
401 21st Ave South, Nashville, TN 37203

ACADEMIC POSITION

Owen Graduate School of Management, Vanderbilt University Nashville, TN
Assistant Professor of Strategic Management 2022-Present

EDUCATION

INSEAD Fontainebleau, France/Singapore

Ph.D. in Management, Strategy

Committee: Phanish Puranam (co-chair), Victoria Sevchenko (co-chair), Hyunjin Kim

University of British Columbia Vancouver, Canada

Master of Arts in Economics

Nankai University Tianjin, China

Bachelor of Economics in Risk Management and Insurance

University of Canterbury Christchurch, New Zealand

Bachelor of Commerce in Finance

RESEARCH INTERESTS

Technology & Innovation Management, Strategic Human Capital, Innovation, Organization Design, Machine Learning

RESEARCH IN PROGRESS

Fan, Haoqing, **Kang, Xi**. “When Machine Comes to Town: Fund Analysts’ Performance with Artificial Intelligence”

- Under review at *Management Science*

Kang, Xi. “Humans and Algorithms: Knowledge Workers’ Adaptation to Artificial Intelligence” (single-authored, Job Market Paper)

- Nominee, Strategic Management Society Best Paper Prize (2020)
- Nominee, Strategic Management Society PhD Paper Prize (2020)

Kang, Xi, Kim, Hyunjin. “Algorithmic Predictions, Confidence, and Reasoning Quality: Evidence from a Field Experiment”

Kang, Xi, He, Xiaogang., Yu, Tieying., Cannella, Albert. “Are Family-Controlled Firms More Innovative? Family Control and Exploitative versus Exploratory Innovation”

Kang, Xi, Ma, Juan. “Is the Best Defense Offense? Evidence from Counterfeited Infant Formula in China”

AWARDS AND GRANTS

Strategy Research Foundation (SRF) Dissertation Research Grant 2020-2022
(Grant amount: USD 10,000)

Desmarais Fund for Research in AI 2019
(Grant amount: EUR 9,840)

Co-investigator, General Research Fund, Hong Kong Research Grants Council (Grant amount: HKD 271,587)	2019
INSEAD Outstanding Tutor Award	2019
INSEAD R&D Grants (Grant amount: EUR 3,660)	2017
INSEAD PhD scholarship	2016 - 2021
UBC Faculty of Arts Graduate Award	2014
Nankai University Outstanding Thesis Award	2014
University of Canterbury & Nankai University Friendship Scholarship	2012 - 2013
Certificate of Merit Student	2011
Nankai University Second-grade Scholarship	2011

INVITED TALKS & CONFERENCE PRESENTATIONS

When Machine Comes to Town: Fund Analysts' Performance with Artificial Intelligence	
Poster presentation, Strategic Management Conference, London, UK	2022
Singapore Management School Accounting Brownbag	2021
Humans and Algorithms: Knowledge Workers' Adaptation to Artificial Intelligence	
University of Southern Denmark, Odense, Denmark	2022
Vanderbilt University	2021
Academy of Management Annual Conference, Virtual	2021
Consortium on Competitiveness and Cooperation (CCC), Virtual	2021
Wharton Innovation Doctoral Symposium, Virtual	2021
2nd Strategy & AI consortium, Virtual	2021
Strategic Management Conference, Virtual	2020
Are Family-Controlled Firms More Innovative? Family Control and Exploitative versus Exploratory Innovation	
Academy of Management Annual Conference, Boston, MA	2019
Forum on Strategy, Innovation and Entrepreneurship of SUFE, Shanghai, China	2019
8th INSEAD-Wharton Doctoral Consortium, Philadelphia, PA	2019
Is the Best Defense Offence? Evidence from Counterfeited Infant Formula in China	
3rd INSEAD RCT Research Workshop, Singapore	2018
6th Wharton-INSEAD Doctoral Consortium, Philadelphia, PA	2017

CONSORTIA AND WORKSHOPS

STR Dissertation Consortium , AOM Annual Conference	2021
CMSC Doctoral Workshop , Chinese Management Scholars Community	2021
STR Networkshop , Academy of Management	2021
Workshop on Field Experiments in strategy, innovation, and entrepreneurship	2021

TIM Doctoral Consortium, AOM Annual Conference	2020
Strategy Science Doctoral Workshop	2020
Summer Camp in Computational Organization Science, INSEAD PhD Summer School	2018
INSEAD-JPAL Workshop on Randomized Field Experiments	2018
Wharton-INSEAD Corporate Strategy Camp II	2017
EDEN on Advanced Strategic Management	2017

TEACHING

Org 2.0 2021, MBA elective course (Victoria Sevchenko), teaching assistant & video tutorial
Org 2.0 2019, MBA elective course (Victoria Sevchenko), teaching assistant & classroom instructor
Prices and Markets 2019, MBA core course (Lucia Del Carpio), classroom instructor – <i>Outstanding Tutor Award</i>
Prices and Markets 2017, Executive elective course, teaching assistant
Microeconomics 2014, Undergraduate course, teaching assistant & classroom instructor
Macroeconomics 2015, Undergraduate course, teaching assistant & classroom instructor

SKILLS

Languages: Mandarin (Native), English (Fluent)
 Software skills: STATA, R, Python

OTHER EXPERIENCES

Qirun Consulting Co-founder	2015-date
University of British Columbia Research assistant	2015