

**Xian Cao**

Assistant Professor of Entrepreneurship, Management Department  
 Miller College of Business, Ball State University  
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**EDUCATION**

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<b>Ph.D. in Business Administration with Sub-Plan in Management</b>	2013 – 2018
University of Connecticut, School of Business	
<b>Master of Business Administration with Concentration in Finance</b>	2007 – 2009
Bowling Green State University, College of Business Administration	
<b>Bachelor of Art in International Economics and Trade with Minor in Law</b>	2001 – 2005
Nanjing University, School of Business	

**PROFESSIONAL EXPERIENCE**

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<b>Tenure-Track Assistant Professor of Entrepreneurship, Management Department</b>	2018 –
Ball State University, Management Department	

**RESEARCH INTERESTS**

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The Motivation of Entrepreneurship; Gender Issues in Entrepreneurship; Social Media; Research Method

**PUBLICATIONS**

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**Journal Articles:**

1. Syed, I., Butler, J. C., Smith, R. M., **Cao, X.** (2019), From entrepreneurial passion to entrepreneurial intentions: The role of entrepreneurial passion, innovativeness, and curiosity in driving entrepreneurial intentions. *Personality and Individual Differences*, forthcoming.
2. **Cao, X.**, & Im, J.Y. (2018). Founder human capital and new technology venture R&D search intensity: the moderating role of an environmental jolt. *Small Business Economics*, 50(3), 625-642. \*Honorarium Award in the Special Issue in Entrepreneurial Dynamics: Evidence from, the Kauffman Firm Survey.
3. Arend, R.J., Cao, X., Grego-Nagel, A., Im, J.Y., Yang, X.M. & Canavati, S. (2016). Looking Upstream and Downstream in Entrepreneurial Cognition: Replicating and Extending the Busenitz & Barney (1997) Study, *Journal of Small Business Management*, 1147-1170

**Manuscripts under Review:**

4. **Cao, X.**, Cao, Q., Simsek, Z. Can Ownership be Seductively Destructive? Unpacking the Relationship between CEO Stock Ownership and at-IPO discretionary Earnings Management. Reject and resubmit at *Organization Science*.
5. **Cao, X.**, Folta, B.T., Li, H.F., Zhu, R.Q. Remain Anonymous during the Review. Under revision at *Marketing Science*.
6. **Cao, X.**, Folta, B.T., Delmar, F., Zhu, R.Q. Analyzing Big Data in Management: Re-visiting the Entrepreneurial Entry Problem. Reject and resubmit at *Entrepreneurship Theory and Practice*.
7. Im, J.Y., **Cao, X.** The Impact of Microfinance Community on Opportunity-Motivated Entrepreneurship: the Moderating Role of Gender Equality. Rejected by *Journal of Business Ethics*.
8. **Cao, X.**, Im, J.Y., Syed, I. Remain Anonymous during the Review. Under revision at *Group & Organization Management*.

**Manuscripts Ready to Submit:**

9. **Cao, X.**, Folta, B.T., Delmar, F. The Relative Financial Payoffs to Entrepreneurial Experience. Ready to submit to *Management Science*.
10. **Cao, X.**, Folta, B.T., Delmar, F. Who Becomes a Serial Entrepreneur: Developing a Multi-Dimensional Definition of Prior Entrepreneurial Experience. Ready to submit to *Journal of Business Venturing*

## CONFERENCE PRESENTATIONS

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### Conference Proceedings

11. **Cao, X.**, Cao, Q., Simsek, Z. Modeling the Relationship between CEO Stock Ownership and at-IPO discretionary Earnings Management. *Academy of Management Proceedings*. Vol. 2018, No. 1
12. Im, J.Y., **Cao, X.** CEO Tenure and Financial Performance: A Meta-Analysis. *Academy of Management Proceedings*. Vol. 2015, No. 1
13. **Cao, X.**, & Delmar, F. (2019, July). The Relative Financial Payoffs to Entrepreneurial Experience. *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 16031). Briarcliff Manor, NY 10510: Academy of Management.
14. **Cao, X.**, Delmar, F., & Zhu, R. (2019, July). Analyzing Big Data in Management: Re-Visiting the Entrepreneurial Entry Problem. *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 16049). Briarcliff Manor, NY 10510: Academy of Management.

### Conference Presentations

1. **Cao, X.**, Folta, B.T., Delmar, F. Who Becomes a Serial Entrepreneur: Developing a Multi-Dimensional Definition of Prior Entrepreneurial Experience. *Academy of Management 2020 Annual Meeting*, Vancouver, Canada
2. **Cao, X.**, Folta, B.T., Li, H.F., Zhu, R.Q. A New Method to Understand the Online Word of Mouth Dynamics: Multi-view Sequential Canonical Covariance Analysis. *Academy of Management 2020 Annual Meeting*, Vancouver, Canada
3. Syed, Imran, Smith, Ronda Marie, **Cao, Xian**, Mechanisms underlying the impact of passion on entrepreneurial intentions. *Midwest Academy of Management 2019 Annual Meeting*, Omaha, NE.
4. **Cao, X.**, Folta, B.T., Delmar, F., Zhu, R.Q. Analyzing Big Data in Management: Re-visiting the Entrepreneurial Entry Problem. *Academy of Management 2019 Annual Meeting*, Boston, MA.
5. **Cao, X.**, Folta, B.T., Delmar, F. The Relative Financial Payoffs to Prior Entrepreneurial Experience: Inside versus Outside the Entrepreneurial Context. *Academy of Management 2019 Annual Meeting Discussion Paper*, Boston, MA.
6. Im, J.Y., **Cao, X.** The Impact of Microfinance Community on Opportunity-Motivated Entrepreneurship: the Moderating Role of Gender Equality. *Academy of Management 2019 Annual Meeting Discussion Paper*, Boston, MA.
7. **Cao, X.**, Folta, B.T., Delmar, F. Who Becomes a Serial Entrepreneur: Developing a Multi-Dimensional Definition of Prior Entrepreneurial Experience. *2019 Babson College Entrepreneurship Research Conference*, Boston, MA.
8. **Cao, X.**, Folta, B.T., Li, H.F., Zhu, R.Q. A New Method to Understand the Online Word of Mouth Dynamics: Multi-view Sequential Canonical Covariance Analysis. *2019 Statistical Conference in E-Commerce Research*. Hongkong.
9. Syed, I., Butler, J., Smith, R. **Cao, X.** Mechanisms underlying the impact of passion on entrepreneurial intentions. *2019 Midwest Academy of Management Annual Conference*. Omaha
10. **Cao, X.**, Cao, Q., Simsek, Z. Can Ownership be Seductively Destructive? Unpacking the Relationship between CEO Stock Ownership and at-IPO discretionary Earnings Management. *Academy of Management 2018 Annual Meeting*, Chicago, IL.
11. **Cao, X.**, Im, J.Y. Explore Entrepreneurial Human Capital and New Venture R&D Search Intensity: A Dynamic Perspective. *Academy of Management 2016 Annual Meeting*, Anaheim, CA.
12. **Cao, X.**, Cao, Q., Simsek, Z.. Unpacking the Relationship between CEO Share Ownership and IPO Firm Survival. *Academy of Management 2016 Annual Meeting*, Anaheim, CA.
13. Im, J.Y., **Cao, X.** CEO Tenure and Financial Performance: A Meta-Analysis. *Academy of Management 2015 Annual Meeting*, Vancouver, Canada.
14. **Cao, X.**, Cao, Q., Simsek, Z.. CEO Involvement in At-IPO Discretionary Earnings Management in Young Entrepreneurial Firms. *Academy of Management 2015 Annual Meeting*, Vancouver, Canada.
15. Arend, R. J., **Cao, X.**, Grego-Nagel, A., Im, J. Y., Yang, X. & Canavati, S. Looking Upstream and Downstream in Entrepreneurial Cognition: Replicating and Extending the Busenitz & Barney Study. *Academy of Management 2013 Annual Meeting*, Orlando, FL.

## TEACHING

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### Ball State University

Instructor

ENT 342 Marketing for New Ventures

ENT 343 Venture Leadership