

ZHILING (ALEX) LIN

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Department of Management and Human Resources, Wisconsin School of Business
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EDUCATION

- Wisconsin Business School, University of Wisconsin-Madison** *Madison, WI*
Ph.D. in Management and Human Resources (Strategy & Entrepreneurship) 2020 – present
- Dissertation: Beyond the Current Landscape of The Behavioral Theory of The Firm
 - Committee: Russ Coff (Co-chair), Hart Posen (Co-chair; Dartmouth), Martin Ganco, Thomas Keil (UZH), Stav Atir
- University of Illinois at Urbana-Champaign** *Champaign, IL*
M.S. in Agricultural and Applied Economics 2020
B.S. in Agricultural and Consumer Economics (Minor in Business) 2016

RESEARCH INTERESTS

Strategy: Behavioral Strategy, BTOF, Performance Feedback, AI & Organizational Learning

Entrepreneurship: Lean Startup, Pivoting, Entrepreneurial Decision-making, Pitching

Methodology: Quantitative, NLP, Machine Learning

WORKING PAPERS

**Alphabetical authorship, equal contribution*

[1]* Asghar, N., **Lin, Z.**, & Posen, H. *Performance-Aspiration Spillover in a Multiple Goal Environment* (Manuscript in preparation for submission to *Strategic Management Journal*)

- Academy of Management Annual Conference, 2025 (Scheduled), titled *How Performance Feedback on Goal 'A' Affects Aspiration Adjustment on Goal 'Z'*
- Strategic Management Society Annual Conference, 2024
- Nominated for the Strategic Management Society's 2024 Conference Best Paper Award

[2] **Lin, Z.** *How Strategic Changes Emerge? A Dual Motivational Mechanisms Perspective* (Manuscript in preparation for submission to *Strategic Management Journal*)

[3]* Cao, Z., **Lin, Z.**, & Posen, H. *Rethinking the Role of Organizational Learning in Aspiration Formation: The Real Differences Between Actual and Estimated Aspirations* (Manuscript in preparation for submission to *Strategic Management Journal*)

SELECTED RESEARCH IN PROGRESS

**Alphabetical authorship, equal contribution*

[4] **Lin, Z.** *Stakeholder Perspective of Performance Feedback Theory: Evidence from Natural Language Processing* (data analysis)

[5] **Lin, Z.** *What Happens When a Firm's Learning is Local? The Dominant Role of Geo-Specific Aspiration* (data analysis)

[6]* Asghar, N., **Lin, Z.**, & Posen, H. *Is Performance Above Aspiration Always Good? The Overreaching Dilemma* (data analysis)

[7]* Khoshimov, B. & **Lin, Z.**, *Unpacking the Black Box of the Two-Way Dynamic Matching Mechanism in Entrepreneurial Pitching* (data analysis)

[8]* Atir, S., Coff, R., **Lin, Z.**, & Liu, C. *The Impacts of Organizational Design on Entrepreneurial Pivoting* (data collection)

CONFERENCE PRESENTATIONS & PROFESSIONAL WORKSHOPS

2005 (Scheduled) Asghar, N., **Lin, Z.**, & Posen, H. *How Performance Feedback on Goal 'A' Affects Aspiration Adjustment on Goal 'Z'?* Academy of Management Annual Conference, Copenhagen, Denmark

(Scheduled) Behavioral Theory of the Firm Workshop at AOM Annual Conference, Copenhagen, Denmark

Atir, S., Coff, R., **Lin, Z.**, & Liu, C. *The Impact of Organizational Design on Entrepreneurial Pivoting*. Organizational Design Community Idea Workshop, Virtual

2024 Asghar, N., **Lin, Z.**, & Posen, H. *Performance-Aspiration Spillover in a Multiple Goal Environment?* Strategic Management Society Annual Conference, Türkiye, Istanbul

STR Dissertation Consortium, Academy of Management Conference, Virtual

Organizational Search Workshop at Academy of Management Conference, Chicago, Illinois

2023 Goh, J. & **Lin, Z.** (2023). *How Employees' Financial Insecurity Shapes Their Perceptions of Firm-specific Human Capital*. People and Organizations Conference, Philadelphia, Pennsylvania

Emerging Technology Workshop at SMS Annual Conference, Toronto, Canada

AWARDS AND GRANTS

BRITE LAB Research Grant (\$5,000/year), 2024-2026

Best Paper Award Finalist, Strategic Management Society Annual Conference, 2024

Wisconsin School of Business Ph.D. Student Distinguished Teaching Award, 2024
 Management and Human Resources Department Scholarship, 2021-2025 (\$2,000/year)
 Wisconsin School of Business Dean's Naming Fund, 2020-2026 (\$9,000/year)
 James Scholar Honors, University of Illinois at Urbana-Champaign, 2016
 ACE Scholarship, University of Illinois at Urbana-Champaign, 2013 – 2016 (\$14,000/years)
 Dean's List, University of Illinois at Urbana-Champaign, 2013 – 2016

TEACHING

Sole Instructor:

Entrepreneurial Management, University of Wisconsin	Spring 2024
Instructor Ratings: 4.8/5.0	
Award: 2024 Wisconsin School of Business Ph.D. Student Distinguished Teaching Award	
Modeling Applications of Financial Planning, University of Illinois	Spring 2020
Instructor Ratings: no rating due to covid-19	
Agr, Consumer, & Env Sciences, University of Illinois	Fall 2019
Instructor Ratings: 4.7/5.0	

Teaching Assistant:

Growth Strategies, MBA, with Russ Coff, University of Wisconsin	2025
Venture Creation, Undergraduate, with Philip Greenwood, University of Wisconsin	2022
Entrepreneurial Management, MBA, with Philip Greenwood, University of Wisconsin	2022
Business Strategy, MBA, with Russ Coff, University of Wisconsin	2020
Effective Negotiation Strategies, MBA, with Deb Holschuh-Houden, University of Wisconsin	2020

AFFILIATIONS & SERVICES

Affiliations:

- Academy of Management
- Strategic Management Society
- Organizational Design Community

Conference Review:

- Academy of Management (STR, TIM, and ENT Divisions)
- Strategic Management Society (BS and E&S)

OTHER INFORMATION

Computational Skills: R, LaTeX, STATA, HTML

Language: English; Cantonese; Mandarin

Citizenship: USA

REFERENCE

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