

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) 2027 (expected)
- 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, Innovation, 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. [Title redacted for blind review. Topic: Organizational aspiration]
➤ Revising stage; SMJ Reject & Resubmit
➤ Academy of Management Annual Conference, 2025
➤ Strategic Management Society Annual Conference, 2024
➤ Finalist of the Strategic Management Society's 2024 Conference Best Paper Award
- [2] **Lin, Z.** & Posen, H. *Flight Hard or Pull Back? Dual Motivational Mechanisms of Problemistic Search* (Manuscript in preparation for submission to *SMJ*)
➤ Academy of Management Annual Conference, 2026
- [3] Cao, Z., Posen, H., & **Lin, Z.** [Title redacted for blind review. Topic: Pre-entry Experience & Strategic Entrance]
➤ Revising stage (OS Rejection); Manuscript in preparation for submission to *SMJ*
- [4] **Lin, Z.** *Stakeholder Perspective of Performance Feedback Theory: Evidence from Natural Language Processing* (Manuscript in preparation for submission to *SMJ*)

SELECTED RESEARCH IN PROGRESS

**Alphabetical authorship, equal contribution*

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

[6]* Cao, Z., **Lin, Z.**, Park, C. H. & Posen, H. *A construal Level Theory of Search Direction in Response to Anticipated Performance Shortfalls* (data collection)

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

CONFERENCE PRESENTATIONS & PROFESSIONAL WORKSHOPS

2026 **Lin, Z.** & Posen, H. *Flight Hard or Pull Back? Dual Motivational Mechanisms of Problemistic Search*. Academy of Management Annual Conference, Philadelphia, United States

2025 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

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, 2021-2026 (\$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)

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:

Global Issues in Management, with Mark Barnard, University of Wisconsin 2025

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

Citizenship: USA

REFERENCE

Russ Coff, Ph.D.

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