

Curriculum Vitae

Enying Zheng

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Academic Positions

2019—present, Peking University, Beijing, China

- Assistant professor in management

2016—2018, New York Institute of Technology, NYC, NY

- Assistant professor in management

2013—present, University of Cambridge, Cambridge, UK

- Research fellow (research associate since 2016, Centre for Business Research, Judge Business School)

Education

2013 **MIT**, Sloan School of Management; PhD in Management and urban and regional studies

Dissertation: Three Essays on Industrial Relations in China

- Nominated for the *William H. Newman* Award, 2014, Academy of Management

2011 **MIT**, Sloan School of Management; MS in General Management

2007 **University of Illinois at Chicago**; MA in Sociology

2002 **Peking University**, China; BA in Sociology & Economics

Research interest

Historical sociology, organization theory, social networks, science and innovation technologies, religion, corporate social responsibility

Reference letters

Simon Deakin

Fellow of British Academy
 Director of Centre for Business Research
 Professor of Law
 University of Cambridge
 Email: sfd20@cam.ac.uk
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Yasheng Huang

Epoch Foundation Professor of International
 Management,
 Sloan School of Management, MIT
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sumaiyar@mit.edu or +1 (617) 253-6679

Richard Locke

Vice president and dean of Apple University
 Email: rick_locke@applec.com

Book manuscript

Huang Yasheng, **Enying Zheng**, Wei Hong, Danzi Liao, Meicen Sun. 2023. “Revisiting the Needham Question.” Under contract with *Princeton University Press*.

- Compiled several unique datasets, with a primary one consisting of 10,000+ inventions and scientific discoveries from Joseph Needham and his colleagues’ collection of *Science and Civilization in China* and cross-checked this source with a similar series by the Chinese Academy of Science;
- Completed a preliminary draft with two empirical findings: 1) consistent with Needham and others, ancient China was extraordinarily inventive as China led the rest of the world in science and technology for a substantial period of time; 2) sharply departing from Needham and many others, the decline started as early as the 6th century, not in the 17th century.
- Our argument revolves around the starts and ends with the roles and the functions of the state. We propose a tripartite typology of the Chinese state, a framework that conceptualizes Chinese history as a journey that transitioned through three distinct phases of Chinese polity with dramatically contrasting implications for technological development. These are: 1) the *polycentric state* (5th century BCE to 6th century CE), when the country was fragmented both politically and ideologically; 2) the *enabling state* (from the 6th century to the 13th century), when the country retained some of the ideological polycentrism from the previous era, while polycentrism of the *political* kind largely disappeared; and 3) the *controlling state* (from the 13th century on), when state capacity was substantial except it was applied exclusively toward maintaining political absolutism and ideological uniformity.

Peer-reviewed publications or under advanced revision stages

(⁺ student; * corresponding author; titles tailored for review purpose)

1. Opper, Sonja, and **Enying Zheng***. 2023. “Colonial Influence on FDI today.” Under the 2nd round of R&R at *American Sociological Review*.
2. **Zheng, Enying**, Wei Hong, Yasheng Huang, and Rongzhu Ke*. 2023. “Group Boundaries.” Under review for minor revision at *Social Forces*.
3. Li, Tan⁺, Jar-der Luo, **Enying Zheng***. 2023. “Political Connections.” *Socio-Economic Review*, conditionally accepted.
4. **Zheng, Enying**. 2023. “Becoming Buddhists: The Emergence of a Prestigious Temple.” *British Journal of Sociology*, <https://onlinelibrary.wiley.com/doi/10.1111/1468-4446.13052>
5. Zhang, Frank Lei, and **Enying Zheng***. 2023. “Intergenerational Mobility through Inhabited Meritocracy: Evidence from Civil Service Examinations of Early- and Mid-Ming Dynasty.” *Canadian Review of Sociology*, forthcoming.
6. **Zheng, Enying**, Wenjie Liao, Yan Xing, Jiajia Zheng⁺. 2023. “Institutionalizing corporate social responsibility disclosure: Historical webpages of the Fortune global 500 companies, 1997–2009.” *Corporate Social Responsibility and Environmental Management* 30 (2): 661-676. <https://onlinelibrary.wiley.com/doi/abs/10.1002/csr.2380>
7. Ke, Rongzhu, Wei Hong, and Enying Zheng*. 2023. “An Institutional Trilemma of ‘Meritocracy’: Evidence from Civil Service Examinations in the Ming Dynasty” (in Chinese) *Sociological Studies* 38 (1): 96-115.

8. Han, Yi, and Enying Zheng*. 2018. "Organizational Imprinting and the Welfare Practice of Chinese State-Owned Enterprises" (in Chinese) *Sociological Studies* (34) 3: 51-73.
 - Han, Yi, and **Enying Zheng***. 2019. "Organizational Imprinting and the Welfare Practices of Chinese State-owned Enterprises." *The Journal of Chinese Sociology* (invited by editorial team for English translation) <https://journalofchinesesociology.springeropen.com/articles/10.1186/s40711-019-0107-z>
9. Han, Yi, and **Enying Zheng***. 2016. "Why Firms Perform Differently in Corporate Social Responsibility?: Firm Ownership and the Persistence of Organizational Imprints." *Management and Organization Review* 12 (3): 605-629.
10. Han, Yi, **Enying Zheng**, and Minya Xu. 2014. "The Influence from the Past: Organizational Imprinting and Firms' Compliance with Social Insurance Policies in China." *Journal of Business Ethics* 122 (1): 65-77.
11. **Zheng, Enying**. 2013. "Bringing Workers Back in: Native Place Networks, Solidarity, and Labor Standards in China." *Academy of Management Proceedings* 2013 (1): 1333-1338.

Work in progress

12. Han, Yi, Wen Fan, and **Enying Zheng**. 2023. "Multiple Imprints, Institutional Sedimentation, and Organizational Change: Developing a Theory of Organization Evolving from a Sociological Study of Chinese Universities" (in Chinese) *under review*.
13. Opper, Sonja, and **Enying Zheng***. 2023. "When Coercive Pressure Breeds Organizational Heterogeneity: Private Foundations under Authoritarian Rule." To be submitted to *American Journal of Sociology*.
14. Wang, Jinjie, Yiwen Zeng⁺, and **Enying Zheng***. 2023. "Negotiating Professional Identity: Art Teachers under Incongruent Institutional Logics." To be submitted to *China Quarterly*.
15. Ke, Rongzhu, Zeyu Zhao⁺, and **Enying Zheng***. 2023. "Hiring Managers." To be submitted to *Economic Journal*.
16. **Zheng, Enying**. 2023. "Native Place Networks and Labor Abuse in China."
17. **Zheng, Enying**, and Simon Deakin. 2023. "Pricing the Human Body: The Unintended Consequences of Formalizing Employment relationship."
18. **Zheng, Enying**, and Simon Deakin. 2023. "State and Knowledge Production: Industrial Relations Scholarship under Chinese Capitalism."
19. Wang, Jinjie, Maoliang Ye, **Enying Zheng***, and Jiajia Zheng[#]. 2022. "Quantification, Creativity, and Evaluation of Artistic Work." Working paper: preliminary draft available.
20. **Zheng, Enying**. 2022. Guanxi for Sale: Cultural Underpinnings of Employee Referrals. Preliminary draft available
21. Zhang, Lei Frank, Yiwen Zeng[#], and **Enying Zheng***. The Paradox of Meritocracy: Evidence from GCSS. Data analysis.
22. Li, Xibao, Yunjie Qian[#], and **Enying Zheng**. 2022. "Dilemma of Quantification: Collaboration and Citation Patterns of Climate Change Papers." Data analysis.
23. Lyu, Xiaoli, Lei Sun, and **Enying Zheng**. 2022. "Sensemaking of Public Health Experts: Experience from Covid-19." Wrap up process.
24. Gao Xin[#], Jar-der Luo, and **Enying Zheng***. 2022. "The Gendered Training Effect." Data analysis.

25. Luo, Jar-der, Yuanyi Zhen[#], and **Enying Zheng***. 2022. “The Evolution of Venture Capital Industry in China.” Data analysis.

Conference and workshop presentations (titles may differ from the current drafts)

Negotiating Professional Identity: Art Teachers under Incongruent Institutional Logics

- August 2022: American Sociological Association, annual meeting, Los Angeles, USA
- (withdrawn due to covid-19 travel restriction)

Brokerage, Cultural Emergence, and FDI

- August 2022: Academy of Management, annual meeting, Seattle, USA

Institutionalizing Corporate Social Responsibility Reporting: Historical Webpages of the Fortune Global 500 Companies, 1997-2009

- August 2022: Academy of Management, annual meeting, Seattle, USA

Hiring Managers

- October 2022: Wharton People & Organizations, Philadelphia, USA
- June 2021: CEIBS Faculty Research Workshop, Shanghai
- October 2021: Micro Theory Workshop, NSD at PKU, Beijing

Becoming Buddhists: From Two Elite Universities to A Prestigious Temple

- December 2019: The EGOS and Organization Studies Kyoto Workshop 2019, Kyoto, Japan

Intergenerational Mobility through Limited Meritocracy: Evidence from Civil Service Examinations

- November 2021: Social Science History Annual Meeting, online

Social Networks and Elite Recruitment: The Chinese Civil Service Examinations, 1400–1580

- August 2018: AOM Annual Meeting, Chicago, IL
- June 2018: Sociology Department, Tsinghua University, China
- Feb 2018: Said Business School, Oxford University, UK
- June 2017: the XXXVII Sunbelt Social Networks Conference of the International Network for Social Network Analysis (INSNA)
- August 2017: AOM Annual Meeting, Atlantic, GA

Pricing the Human Body: Evidence from Industrial Injury Cases in China

- Sep 2016: Labor Standards Workshop, University of Cambridge, Cambridge, UK
- Summer 2015: ASA annual meeting, and SASE annual meeting
- Apr 2015: Economy and Society Lab, Sociology Department, Cornell University,
- Feb 2015: School of Management and Labor Relations, Rutgers University
- Oct 2014: Darwin College, the University of Cambridge, Cambridge, UK

State and Knowledge Production: The Slow Development of IR Field in China.

- Aug 2014: AOM Annual Meeting, Philadelphia, PA

Foreign and Domestic Firms Growing Apart: Learning- vs. Capability-based Imprinting

- Summer 2013: ASA annual meeting, AOM annual meeting, and SASE annual meeting

Bringing Workers Back In: Native-Place Networks and Labor Standards in China

- Summer 2013: ASA annual meeting, AOM annual meeting, and SASE annual meeting

Funding

1. Mar 2023-present, “Elite University Students’ Identification with Socioeconomic Status and Career Coaching,” Peking University Office of Student Financial Aid, the Sailing Program
2. Jul 2022-Aug 2023, “Gender Segregation of STEM Field Student at Chinese Elite Universities,” Peking University Lanyuan Centre Foundation
3. Dec 2021—Dec 2022, “Nurturing Global Human Capital: Evidence from Overseas Students in an Exchange Project at Heilongjiang Jiamusi,” (PI: Wang Jinjie)
4. Nov 2020—Oct 2021, “Reducing Inequality in Education: Improving Online Non-profit Arts Education,” Peking University Big Data in Education Program
5. Jan 2019—Nov 2022, “Elite Labor Market: A Perspective from Civil Service Examinations” Peking University Startup Funding
6. Jan 2016—Dec 2019, “Causes and Mechanisms of Coalmining Accidents in China: Firm-level Data and Analysis,” participant (PI: Huihua NIE), National Natural Science Foundation of China

Teaching experience

PEKING UNIVERSITY,

Undergraduate: *Strategic Management*

MBA: *Strategic Human Resource Management*

Ph.D.: *Organization Theory*

NYIT, School of Management

Undergraduate: *Principles of Management*

MBA: *Strategic Leadership Capstone; Organizational Behavior*

EMBA: *Global Strategy; Corporate Responses to Industrial Competitions across National Borders; Multinational Business Management*

MIT, Sloan School of Management, teaching assistant

Undergraduate: *Managerial Psychology*

MBA: *Listening to the Customer; the Lisbon MBA Summer Immersion Program; Global Integration*

Ph.D.: *Qualitative Research Methods*

Ad hoc reviews

American Sociological Review, Human Relations, Management and Organization Review, Research in the Sociology of Organizations, China: An International Journal, Academy of Management annual meeting