

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, New York city, NY

- Assistant professor in management

2013—present, University of Cambridge, Cambridge, UK

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

Education

2013 **MIT**, 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**, MS in General Management

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

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

Research Interest

Political sociology, sociology of organizations, economic sociology, social networks, comparative-historical sociology, sociology of religions, corporate social responsibility, science and innovation, Asian and Asian Americans, global politics, medical sociology

Book

Huang Yasheng, **Enying Zheng**, Wei Hong, Danzi Liao, Meicen Sun. forthcoming 2025. *The Needham Question: The Rise and Fall of Technology in Historical China*, Princeton University Press.

- **Reevaluated historical perspectives:** Revisited Joseph Needham's original question regarding why imperial China, after leading the world in science and technology until the 17th century, failed to capitalize on this advantage and launch its own Industrial Revolution.
- **Reframed core questions:** 1) What enabled ancient China to rise to the top in science and technology for centuries? and 2) Why—and crucially, when—did China fall behind?
- **Compiled quantifiable data:** Compiled several unique datasets spanning over 2,000 years of Chinese history, including political indicators and a primary dataset of 10,000+ inventions and scientific discoveries from Joseph Needham and his colleagues' work in *Science and Civilization in China*.
- **Identified inventive phases:** China's leadership from the 5th century BCE to the 6th century CE, followed by a gradual decline from the 6th to the 13th century, and significant stagnation from the 14th to the 19th century.

- **Theoretical contributions:** Developed a theory on the double-edged role of the state, proposing a tripartite typology of the imperial Chinese state that aligns closely with patterns of technological development. This framework conceptualizes Chinese history as a journey through three distinct political phases with varying impacts on technological development: 1) The Polycentric State (5th century BCE to 6th century CE), characterized by political and ideological fragmentation; 2) The Enabling State (6th to 13th century), marked by retained ideological diversity with diminished political polycentrism; and 3) The Controlling State (14th to 19th century), where substantial state capacity was focused on political absolutism and ideological uniformity.
- **Policy Implications:** Suggested that the state should continue to provide financial and infrastructural support for science and innovation while refraining from intervening in specific topics or industries.

Peer-reviewed publications

(+ denotes collaboration with student; * denotes corresponding author)

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10. **Zheng, Enying**, Wei Hong, Yasheng Huang, and Rongzhu Ke. 2024. “Networks Rewired: Quota Enforcement and the Unintended Mobilization of Native Place Ties.” Forthcoming with assigned DOI 10.1093/sf/soae152, *Social Forces*.
 9. Li, Tan⁺, Jar-der Luo, **Enying Zheng***. 2024. “Revolving around Political Connections: The Negative Effect of Government Venture Capital Backing on IPO Valuation.” *Socio-Economic Review* 22 (1): 395–440.
https://academic.oup.com/ser/article/22/1/395/7317609?guestAccessKey=91bb5729-cd95-4016-a84b-0021d7b6ee78&utm_source=authorollfreelink&utm_campaign=ser&utm_medium=email
 8. **Zheng, Enying**. 2024. “Becoming Buddhists: The Emergence of a Prestigious Temple.” *British Journal of Sociology* 75 (1): 23–37.
<https://onlinelibrary.wiley.com/doi/10.1111/1468-4446.13052>
 7. 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* 60 (4): 567–593.
<https://onlinelibrary.wiley.com/doi/full/10.1111/cars.12452>
 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>
 5. 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.
<http://shxyj.ajcass.org/Magazine/show/?id=84810>
 4. Han, Yi, and **Enying Zheng***. 2019. “Organizational Imprinting and the Welfare Practices of Chinese State-owned Enterprises.” *The Journal of Chinese Sociology* (invited by the editorial team for English translation)
<https://journalofchinesesociology.springeropen.com/articles/10.1186/s40711-019-0107-z>
 - The original publication at *Sociological Studies* in 2018 (in Chinese), accessed via <http://shxyj.ajcass.org/Magazine/show/?id=74646>
 3. 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.

<https://doi.org/10.1017/mor.2016.9>

2. 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.
<https://link.springer.com/article/10.1007/s10551-013-1758-3>
1. **Zheng, Enying**. 2013. “Bringing Workers Back in: Native Place Networks, Solidarity, and Labor Standards in China.” *Academy of Management Proceedings* 2013 (1): 1333–1338. <https://journals.aom.org/doi/10.5465/ambpp.2013.136>

Selective work in progress (with tentative titles)

11. Opper, Sonja and **Enying Zheng**. 2024. “Colonial influence.” In preparation for submitting to *Strategic Management Journal*.
12. Wang Tao and **Enying Zheng***. 2024. “The Value of Organizational Identities” In preparation for submitting to *American Sociological Review*.
13. Ke, Rongzhu, Zeyu Zhao⁺, and **Enying Zheng***. 2024. “Hiring Managers.” In preparation for submitting to a journal of economics.
14. Fang, Yueming, Huihua Nie, Xinyi Shen, **Enying Zheng**. 2024. “Organizational Learning and ESG Performance: Evidence from Wenchuan Earthquake.” Data analysis.
15. Wang, Jinjie, Yiwen Zeng⁺, and **Enying Zheng***. 2024. “Negotiating Professional Identities.” In preparation for submission.
16. **Zheng, Enying**, and Simon Deakin. 2024. “Pricing the Human Body.” Preliminary draft available.

Selective conference and workshop presentations (titles may differ from the current drafts; some presented by coauthors)

Negotiating Professional Identity

- August 2022: American Sociological Association, annual meeting, Los Angeles, USA (removed by the conference organizing force for mandatory in-person participation)

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

- Dec 2023: School of Economics, Peking University
- 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

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

- November 2021: Social Science History Annual Meeting, online
- 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

- 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 Students at a Chinese Elite University,” Peking University Lanyuan Centre Foundation.
3. Dec 2021—Dec 2022, “Nurturing Global Human Capital: Evidence from Overseas Students in a Language Training Program 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 (71572190).

Teaching experience

Peking University, 2019-present

Undergraduate: *Strategic Management*

MBA: *Strategic Human Resource Management*

Ph.D.: *Organization Theory*

NYIT, School of Management, 2016-2018

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, (TA) 2009-2013

Undergraduate: *Managerial Psychology*

- *Selective projects mentored*: Illegal Crossing Activity at Massachusetts Avenue; Gender and Racial Biases in the Hiring Process; First Impressions; Ad Design and Information Retention; Obligations v. Incentives; Calorie and Popularity Information Study; The Effect of Choice Convenience and the Social Environment on Meal Plan Usage; An Investigation of Possible Causes of the Salary Gender Gap; How Family Background Affects Academic Performance; Gender in Relation to Career; Does Gender Affect an Individual's Willingness and Ability to Negotiate Salary; Cultural Experience at MIT

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

Ph.D.: *Qualitative Research Methods*

University of Illinois, Chicago, Sociology Department, (TA) 2004-2007

Undergraduate: *Social Problems; Social Statistics; Marriage and Family; Introduction to Research Methodology*

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, Sociological Studies