

Junyan Lu

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EDUCATION

National University of Singapore (NUS), Business School	Singapore
<i>PhD in Management (Strategy and Policy)</i>	08/2023–Present
Research interests: corporate strategy, strategic human capital, innovation, entrepreneurship, startup scaling, firm growth	
Peking University (PKU), Guanghua School of Management	Beijing, China
<i>B.B.A. (Major in Marketing, Minor in Strategy and Leadership), with distinction</i>	09/2019–07/2023
Peking University–University of Tokyo East Asian Academy Program	
<i>Three-year joint East Asian Studies program; exchange at the University of Tokyo</i>	09/2020–07/2023

PEER-REVIEWED PUBLICATIONS

[1] Min. Y., **Lu, J.**, Wu, Y., & Zhang, Y. (2024). Leadership reconfiguration in state-acquired privately owned enterprises: A paradox between institutional control and agency. *Management and Organization Review*, 20(5), 773-803.

PAPERS UNDER PEER REVIEW

- [2] Career Similarity and Post-Acquisition Employee Outcomes in Technology M&A (with Weiyi Ng and Lisa Tang)
- Revise & Resubmit at *Strategic Management Journal*
 - STR Distinguished Paper Award, AOM Annual Meeting, 2026
 - Best Paper Proceedings, AOM Annual Meeting, 2026

RESEARCH IN PROGRESS

- [3] The Origins of Acquisition Strategy in Entrepreneurial Ventures
- Dissertation (chapter 1); data collection and analysis ongoing
- [4] Acquisitions as a Growth Strategy in Entrepreneurial Ventures: Scale versus Scope
- Dissertation (chapter 2); data collection and analysis ongoing
- [5] Status dynamics of careers in emerging technologies (with Weiyi Ng)
- Data analysis ongoing

CONFERENCE PRESENTATIONS

- “Career Similarity and Post-Acquisition Employee Outcomes in Technology M&A”
- Industry Studies Association (ISA) 2026 International Conference, Oxford (scheduled)
 - Academy of Management (AOM) 2026 Annual Meeting, Philadelphia
 - Asian Management Research Consortium (AMRC) 2026 Annual Conference, Singapore

- Wharton 2025 Annual People and Organization Conference, Philadelphia
- “Status dynamics of careers in emerging technologies”
- Academy of Management (AOM) 2026 Annual Meeting, Philadelphia
- Organization Science PDW 2025, Beijing

TEACHING EXPERIENCE

Tutorial Lecturer, National University of Singapore

Independently teach two undergraduate tutorial sections and provide student consultation

- Managerial Economics (B.B.A. module, 2026)

Teaching Assistant, National University of Singapore

Assist with instructional materials and exercises, facilitate in-class activities, provide student consultation, and grade exams, assignments, and group projects; also support overseas EMBA modules and company visits across Southeast Asia, China, and the Middle East.

- **EMBA Modules (NUS EMBA and NUS–UCLA EMBA)**
 - AI Governance and Ethics for Business Leaders (Brindha Jeyaraman, 2026)
 - Winning Strategy in Asia (Ishtiaq P Mahmood, 2026)
 - Managing Organizations (Audrey Chia, 2026)
 - Marketing Strategy (Prem Shamdasani, 2026)
 - International Business and Internationalization (Andrew Delios, 2025)
 - Economic Analysis for Managers (Seung-Gyu Jo, 2024–2026)
- **MBA Modules**
 - Entrepreneurial Management (Weiyi Ng, 2025–2026)
- **MSc Modules**
 - Strategy for an Interlinked World (Andrew Delios, 2024)
- **Undergraduate Modules**
 - IT-Enabled Healthcare Solutioning (Shi-Ying Lim, 2025)

Teaching Assistant, Peking University

- Marketing for Social Impact (Jing Xu, 2022)

AWARDS & FELLOWSHIPS

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|---|------------|
| • SMS Doctoral Workshop Scholarship | 2026 |
| • STR Distinguished Paper Award (Resources, Capabilities & Strategic Factor Markets) | 2026 |
| • AOM Annual Meeting Best Paper Proceedings | 2026 |
| • NUS Research Scholarship, <i>National University of Singapore</i> | 2023–2028 |
| • Excellent Graduate, <i>Peking University</i> | 2023 |
| • Wang-Qing-Yun Scholarship, <i>Peking University (academic rank: top 10 out of 300+)</i> | 2023 |
| • China National Scholarship, <i>Peking University (academic rank: top 10 out of 300+)</i> | 2022 |
| • Merit Student, <i>Peking University</i> | 2021, 2022 |
| • Freshman Scholarship, <i>Peking University (No. 4 in National College Entrance Exam, Beijing)</i> | 2019 |

SERVICE

- Ad-hoc reviewer for AOM Annual Meetings (STR, OMT, TIM Divisions)
- Volunteer Student Writer, The ASQ Blog (2026)
- PhD Workshop Coordinator, Strategy & Policy Department, NUS Business School (2024–2026)
- PhD Peer Mentor, Strategy & Policy Department, NUS Business School (2025–2026)

SKILLS

- **Programming:** Python, R, Stata, Linux, SQL
- **Languages:** Mandarin Chinese (native), English (proficient), Japanese (intermediate), French (elementary)

REFERENCES

Andrew Delios (Co-Advisor)

Professor
Vice Dean, MSc Programmes
NUS Business School
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Lisa Tang (Co-Advisor)

Assistant Professor
Department of Strategy and Policy
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Weyi Ng

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