

**Dr. Juehui Shi**  
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Management and Marketing  
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## **Education**

PhD, University at Buffalo, The State University of New York (SUNY), 2019.  
Major: Management  
Supporting Areas of Emphasis: Strategic management, Operations management, Business forecasting, Applied econometrics, Data analytics  
Dissertation Title: Investigating the adjustment speeds of the actual towards the desired chief executive officer pay and firm performance: Three partial adjustment and partial adjustment valuation approaches

MBA, Montclair State University, 2012.  
Major: Management

BS, Elmira College, 2010.  
Major: Business Administration Management

## **Work History**

### **Academic - Post-Secondary**

Assistant Professor of Management, Angelo State University. (August 2019 - Present).

Teaching Assistant, University at Buffalo, The State University of New York (SUNY). (August 2017 - December 2017).

Lecturer, University at Buffalo, The State University of New York (SUNY). (January 2017 - May 2017).

Lecturer, University at Buffalo, The State University of New York (SUNY). (August 2016 - December 2016).

Teaching Assistant, University at Buffalo, The State University of New York (SUNY). (January 2016 - May 2016).

Graduate Assistant, University at Buffalo, The State University of New York (SUNY). (August 2014 - December 2015).

Teaching Assistant, Montclair State University. (September 2010 - May 2012).

## **Licensures and Certifications**

Certificate of Completion for Online Teaching Certificate Program, Online Learning Consortium. (October 26, 2021 - Present).

Responsible Conduct of Research (RCR), The Collaborative Institutional Training Initiative at the University of Miami (CITI Program). (February 2014 - Present).

## Professional Memberships

Decision Sciences Institute.

San Angelo Rotary Club.

Social Science Research Network.

Society of Decision Professionals.

## Development Activities Attended

Workshop, "Academic Advising Training for Faculty," Norris-Vincent College of Business, Angelo State University, San Angelo, TX, United States. (September 13, 2023).

Conference Attendance, "2022 Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Annual Meeting," Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), United States. (December 3, 2022 - December 6, 2022).

Conference Attendance, "Lilly Teaching Conference Online 2022," International Teaching Learning Cooperative ITLC, United States. (April 6, 2022 - April 27, 2022).

Workshop, "Open Educational Resources (OER) Workshop," The Faculty Learning Commons of Angelo State University, San Angelo, TX, United States. (March 30, 2022).

Workshop, "Academic Advising Training for Faculty," Norris-Vincent College of Business, Angelo State University, San Angelo, TX, United States. (February 15, 2022).

Continuing Education Program, "Online Teaching Certificate Program," Online Learning Consortium, Boston, MA, United States. (October 5, 2020 - October 26, 2021).

Workshop, "Academic Advising Training for Faculty," Norris-Vincent College of Business, Angelo State University, San Angelo, TX, United States. (September 15, 2021).

Conference Attendance, "BbX-Blackboard Excellence in Teaching and Learning Conference," eLearning Center of Angelo State University, San Angelo, TX, United States. (August 17, 2021).

Workshop, "Academic Advising Training for Faculty," Norris-Vincent College of Business, Angelo State University, San Angelo, TX, United States. (February 25, 2021).

Conference Attendance, "Lilly Teaching Conference Austin 2020," International Teaching Learning Cooperative ITLC, Austin, TX, United States. (January 9, 2020 - January 11, 2020).

## TEACHING

### Teaching Experience

#### Angelo State University

MGMT 2331, Applied Business Statistics, 21 courses.

MGMT 4303, Strategic Management, 1 course.

MGMT 6313, Strategic Management in a Global Environment, 15 courses.

## RESEARCH

### Published Intellectual Contributions

#### Refereed Journal Articles

- Shi, J., Pham, N. C. (in press). The boundary conditions of optimal contracting and managerial entrenchment: A simultaneous two-equation vector autoregression with exogenous variables approach for chief executive officer compensation and firm performance. *American Business Review*. ABDC "A" level; Cabell's 10% acceptance rate
- Shi, J., Pham, N. C., Schapsis, C., Hossain, T., Vasquez-Párraga, A. Z. (2022). How do consumers in general evaluate, judge, and act toward shoplifting? The moderating effects of personal characteristics and motives. *American Business Review*, 25(2), 293-327. "<https://digitalcommons.newhaven.edu/americanbusinessreview/vol25/iss2/4/>"; ABDC "A" level; Cabell's 10% acceptance rate
- Pham, N. C., Shi, J., Fogel, J., Li, Y., Pham, H. H. (2021). Motivations for bribery and bribery in business: Vietnam past and present. *Asia Pacific Business Review*, 27(4), 528-558. "<https://www.tandfonline.com/doi/full/10.1080/13602381.2020.1820721>"; ABDC "B" level; Cabell's 21-30% acceptance rate; 2022 Scimago Citations Per Document Impact Factor (2 years) 3.012
- Shi, J., Lin, W. T., Pham, N. C. (2021). The relationships among managerial discretion, firm performance, and chief executive officer compensation: A simultaneous equations system approach. *American Business Review*, 24(1), 114-140. "<https://digitalcommons.newhaven.edu/americanbusinessreview/vol24/iss1/7/>"; ABDC "A" level; Cabell's 10% acceptance rate
- Shi, J., de Jong, J. (2020). Insider or outsider? The separate and joint effects of firm performance and diversification on CEO recruitment. *Journal of Management and Governance*, 24(1), 91-115. "<https://link.springer.com/article/10.1007/s10997-019-09463-3>"; ABDC "C" level; 2022 Scimago Citations Per Document Impact Factor (2 years) 2.978; Cited on the Harvard Law School Forum on Corporate Governance "<https://corpgov.law.harvard.edu/2023/06/11/the-never-ending-story-ceo-succession-planning/>"; Cited by Deloitte "<https://www2.deloitte.com/content/dam/Deloitte/us/Documents/center-for-board-effectiveness/us-xa-otba-may-v7-final.pdf>"
- Lin, W. T., Shi, J. (2020). Chief executive officer compensation, firm performance, and strategic cooperation: A seemingly unrelated regressions approach. *Managerial and Decision Economics*, 41(1), 130-144. "<https://onlinelibrary.wiley.com/doi/full/10.1002/mde.3098>"; ABDC "B" level; Cabell's 30% acceptance rate; 2022 Scimago Citations Per Document Impact Factor (2 years) 2.311; Recognized by Wiley as Top Cited Article 2020-2021 in the Managerial and Decision Economics journal

#### Journal Articles

- Shi, J. (2014). Comprehensive time-series regression models using Gretl — U.S. GDP and government consumption expenditures & gross investment from 1980 to 2013. *Social Science Research Network (SSRN)*. "<https://ssrn.com/abstract=2540535>"

### Presentations Given

- Shi, J. (Presenter and Author), The 54th Decision Sciences Institute Annual Conference, "A simultaneous equations model for CEO hiring, CEO pay, and firm performance," Decision

- Sciences Institute (DSI), Marriott Marquis Atlanta, Atlanta, GA, United States. (November 19, 2023).
- Shi, J. (Presenter and Author), The 53rd Decision Sciences Institute Annual Conference, "Chief executive officer pay, firm performance, and firm risk: A simultaneous equation system approach," Decision Sciences Institute (DSI), Marriott Marquis Houston, Houston, TX, United States. (November 20, 2022).
- Shi, J. (Presenter and Author), Pham, N. C. (Co-author), The 52rd Decision Sciences Institute Annual Conference, "Chief executive officer pay and firm performance: A vector autoregression approach," Decision Sciences Institute (DSI), Online, United States. (November 17, 2021).
- Shi, J. (Presenter and Author), Lin, W. T. (Co-author), The 51st Decision Sciences Institute Annual Conference, "Chief executive officer pay and firm performance: The partial adjustment and partial adjustment valuation approaches with dynamic and variable adjustment speeds," Decision Sciences Institute (DSI), Online, United States. (November 23, 2020).
- Shi, J. (Presenter and Author), Lin, W. T. (Co-author), The 50th Decision Sciences Institute Annual Conference: Transforming Decision Sciences Through Emergent Technologies, "The partial adjustment and partial adjustment valuation approaches with constant adjustment speeds for chief executive officer pay," Decision Sciences Institute (DSI), New Orleans Marriott, New Orleans, LA, United States. (November 24, 2019).
- Shi, J. (Presenter and Author), Lin, W. T. (Co-author), The 49th Annual Meeting of the Decision Sciences Institute—Role of Data and Decision Analytics in Global Operations, "A simultaneous equations system analysis of CEO compensation, firm performance, and manager's discretionary decisions," Decision Sciences Institute (DSI), Hilton Chicago, Chicago, IL, United States. (November 17, 2018).
- Shi, J. (Presenter and Author), Lin, W. T. (Co-author), The 48th Annual Meeting of the Decision Sciences Institute—Innovation Decision-Making: Research to Practice, "A seemingly unrelated regression analysis of CEO compensation," Decision Sciences Institute, Hilton Washington D.C., Washington, DC, United States. (November 18, 2017).
- Shi, J. (Presenter and Author), de Jong, J. (Co-author), The Production and Operations Management Society 27th Annual Conference—Innovative Operations in an Information and Analytics Driven Economy, "Make or buy? How does firm diversification affect CEO succession?," Production and Operations Management (POM), Hilton Orlando, Orlando, FL, United States. (May 9, 2016).
- Shi, J. (Roundtable Discussion Participant), The SUNY UB 3rd Annual Interdisciplinary Social Sciences and Humanities Symposium—Collaboration Station: Finding Research Partners in Other Disciplines, "Technology and Institutions," University at Buffalo, The State University of New York (SUNY), SUNY-Buffalo, Buffalo, NY, United States. (April 22, 2016).
- Shi, J. (Presenter and Author), SUNY-Buffalo Doctoral Student Showcase, "Solving the endogeneity issue of CEO compensation, firm performance, and strategy: A simultaneous equations model approach," University at Buffalo, The State University of New York (SUNY), 1st floor of the Jacobs Management Center, Buffalo, NY, United States. (March 31, 2016).
- Shi, J. (Roundtable Discussion Participant), The SUNY UB 2nd Annual Interdisciplinary Social Sciences and Humanities Symposium—Bridging the Disciplines: Challenges and Opportunities for Academic Practice, "Science, Technology, and Finance; Research

Methods," University at Buffalo, The State University of New York (SUNY), SUNY-Buffalo, Buffalo, NY, United States. (March 7, 2015).

## **Awards and Honors**

Outstanding Faculty in Research, Norris-Vincent College of Business, Angelo State University. (April 21, 2022).

Top Cited Article 2020-2021 in Managerial and Decision Economics journal: "Chief executive officer compensation, firm performance, and strategic coopetition: A seemingly unrelated regression approach", Wiley. (March 31, 2022).

Beta Gamma Sigma, the National Business Honor Society, University at Buffalo, The State University of New York (SUNY). (February 21, 2019).

Saul and Adelaide Goldfarb Scholarship, Montclair State University. (2010).

Golden Key International Honour Society, Golden Key Society. (2008).

Sigma Beta Delta Honor Society for Business, Management and Administration, Elmira College. (2007).

Phi Eta Sigma National Honor Society, Elmira College. (2006).

## **Research Activity**

"Assistant Professor" (On-Going). (2020 - Present).

CEO compensation, firm performance, applied econometrics, statistical modeling, teaching innovation

"Research Assistant" (Complete). (January 2019 - May 2019).

Applied the partial adjustment and partial adjustment valuation approaches to CEO compensation and firm performance.

"Research Assistant" (Complete). (August 2018 - December 2018).

Collected big data and compile a large-scale comprehensive database for movie titles, actors, actresses, and publishing companies (931 individual-company observations).

"Summer Research Assistant" (Complete). (June 2017 - July 2017).

Worked on the CEO compensation and firm performance projects.

"Summer Research Assistant" (Complete). (July 2016 - August 2016).

Collaborated on the research projects and coauthored the CEO compensation paper for journal publication.

"Research Assistant" (Complete). (August 2015 - December 2015).

Used the PSPP software to analyze the survey data for researching the relationship between medical equipment vendor and hospital and its impact on the healthcare supply chain performance; Studied the effects of firm performance and diversification on the CEO hiring practice; Authored the CEO recruitment paper for journal publication.

"Summer Research Assistant" (Complete). (May 2015 - June 2015).

Conducted a literature review on firm performance; Collected and analyzed the data needed for the study.

"Research Assistant" (Complete). (August 2014 - May 2015).

Examined the historical trend and main drivers of CEO pay; Investigated the interactions among CEO compensation, firm performance and strategy; Built econometric models to study executive pay and corporate leadership.

"Research Assistant" (Complete). (September 2010 - May 2012).

Collected secondary data; assisted the faculty members with scholarly articles and presentations.

## **SERVICE**

### **University Service**

Member of the University Curriculum Committee, Angelo State University. (November 2, 2023 - Present).

Member of the University Strategic Planning Council, Angelo State University. (February 9, 2022 - Present).

Member of the University Assessment Committee, Angelo State University. (November 29, 2021 - Present).

Member of the University Graduate Faculty, Angelo State University. (September 29, 2020 - Present).

Academic Advisor, Norris-Vincent College of Business, Angelo State University. (September 1, 2020 - Present).

Member of the College Strategic Planning Committee, Norris Vincent College of Business, Angelo State University. (September 1, 2019 - Present).

Member of the Management and Marketing Department Curriculum Committee, Norris-Vincent College of Business, Angelo State University. (September 1, 2019 - Present).

Member of the University Instructional Technology Committee, Angelo State University. (December 7, 2022 - December 6, 2023).

Director, University Interscholastic League Accounting Competition, Angelo State University. (April 22, 2023).

BizPitch Business Pitch Competition Faculty Mentor, Texas South-West Small Business Development Center (SBDC) and Norris-Vincent College of Business. (March 7, 2023 - April 12, 2023).

Member of the Norris-Vincent College of Business Faculty Research Award Selection Committee, Norris-Vincent College of Business, Angelo State University. (March 16, 2023 - March 20, 2023).

Director, University Interscholastic League Accounting Competition, Angelo State University. (April 23, 2022).

Assistant Director, University Interscholastic League Accounting Competition, Angelo State University. (April 17, 2021).

### **Professional Service**

Session Chair, The 2023 Annual Meeting of The Decision Sciences Institute, Atlanta, GA.  
(November 19, 2023).

Reviewer/Referee, Kybernetes. (September 24, 2023 - October 27, 2023).

Reviewer/Referee, Kybernetes. (April 24, 2023 - May 22, 2023).

Reviewer/Referee, Kybernetes. (January 30, 2023 - February 28, 2023).

Reviewer/Referee, Kybernetes. (November 3, 2022 - December 1, 2022).

Reviewer/Referee, Journal of Academic Ethics. (September 28, 2022 - November 9, 2022).

Reviewer/Referee, SAGEOpen. (December 22, 2021).

Reviewer/Referee, Kybernetes. (December 4, 2021 - December 22, 2021).

Reviewer/Referee, Eastern Economic Journal. (July 22, 2021 - August 18, 2021).

Reviewer/Referee, SAGEOpen. (March 24, 2021 - May 23, 2021).

Reviewer/Referee, Managerial and Decision Economics. (February 9, 2021 - May 9, 2021).

Reviewer/Referee, Asia Pacific Business Review. (March 1, 2021 - April 20, 2021).

Reviewer/Referee, Springer and Nature. (December 15, 2020 - December 28, 2020).

Session Chair, The 2020 Annual Meeting of The Decision Sciences Institute. (November 23, 2020).

Reviewer/Referee, Managerial and Decision Economics. (September 28, 2020 - October 20, 2020).

Reviewer/Referee, Asia Pacific Business Review. (August 28, 2020 - September 22, 2020).

Session Chair, The 2018 Annual Meeting of the Decision Sciences Institute, Chicago, IL.  
(November 17, 2018).

Reviewer/Referee, The 2016 Annual Meeting of the Decision Sciences Institute, Austin, TX.  
(2016).

Reviewer/Referee, The 75th Annual Meeting of the Academy of Management, Vancouver, BC.  
(2015).

## **Awards and Honors**

### **Service, Professional**

Reviewer Recognition, Kybernetes. (2022).

Reviewer Certificate, Managerial and Decision Economics. (February 26, 2022).

Reviewer Recognition, Kybernetes. (2021).

Reviewer Certificate, Managerial and Decision Economics. (February 10, 2021).

