

Yo-Jud Cheng

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ACADEMIC POSITION

University of Virginia Darden School of Business, Charlottesville, VA Jul. 2019 – present
Assistant Professor of Business Administration (Strategy, Ethics & Entrepreneurship area)

EDUCATION

Harvard Business School, Boston, MA May 2019
Doctor of Business Administration (Strategy)

- Dissertation: “Decisions and Dynamics in the Upper Echelons: Implications for Firm Governance, Strategy, and Performance”

Wellesley College, Wellesley, MA Jun. 2009
Bachelor of Arts (Economics), cum laude with departmental honors in Economics

- Honors Thesis: “Classroom Gender Composition and Academic Outcomes: Evidence from Male Cross-Registration at a Women’s College”

RESEARCH INTERESTS

Strategic Leadership; Corporate Governance; Top Management Teams; CEO Succession.

RESEARCH

Research under Revision or Review

Cheng, J. Yo-Jud, Boris Groysberg, and Paul Healy. “Recipe for Succession: An Analysis of Board-Level Drivers of CEO Succession Planning.” (*2nd revise and resubmit*)

Gai, Shelby, J. Yo-Jud Cheng, and Andy Wu. “Claiming the Monitoring Mantle: How Inter-Committee Coordination Increases Board Oversight following a Peer Restatement Event.” (*revise and resubmit*)

- Awarded *2018 Andreas Al-Laham Best Paper Award*, European Group for Organizational Studies (EGOS), Multi-Level Network Research Standing Working Group

Cheng, J. Yo-Jud, Boris Groysberg, Paul Healy, and Rajesh Vijayraghavan. “Directors’ Perceptions of Board Effectiveness and Internal Operations.” (*minor revision*)

Working Papers

“When to Take the Leap: The Antecedents and Consequences of Leapfrog CEOs.”

- Selected for *2019 Academy of Management Best Paper Proceedings*
- Honorable Mention, *2019 Strategic Leadership and Governance Interest Group Best Paper Award*, Strategic Management Society
- Nominee, *2019 Best Conference Paper Prize*, Strategic Management Society

“Successful Successions: An Analysis of Employees’ Company and Top Management Ratings around CEO Transitions.”

OTHER PUBLICATIONS

Practitioner Articles and Reports

Cheng, J. Yo-Jud, and Boris Groysberg. “Gender Diversity at the Board Level Can Mean Innovation Success.” *MIT Sloan Management Review (research highlight)*, January 22, 2020.

Cheng, J. Yo-Jud, and Boris Groysberg. “How Corporate Cultures Differ Around the World.” *Harvard Business Review (digital article)*, January 8, 2020.

Cheng, J. Yo-Jud, and Boris Groysberg. “Innovation Should Be a Top Priority for Boards. So Why Isn’t It?” *Harvard Business Review (digital article)*, September 21, 2018.

Groysberg, Boris, Jeremiah Lee, Jesse Price, and J. Yo-Jud Cheng. “The Leader’s Guide to Corporate Culture.” *Harvard Business Review* 96(1), January/February 2018, 44-57.

- Cover story and “Spotlight Article”
- Accompanying video: “The 8 Types of Company Culture.” *Harvard Business Review (video)*, December 18, 2017.
- Reprinted in *HBR’s 10 Must Reads 2019*. Boston: Harvard Business Review Press, 2018.
- Reprinted in *HBR’s 10 Must Reads on Building a Great Culture*. Boston: Harvard Business Review Press, 2019.

Cheng, J. Yo-Jud, and Boris Groysberg. “Why Boards Aren’t Dealing with Cyberthreats.” *Harvard Business Review (digital article)*, February 22, 2017.

- Accompanying video: “Boards Neglect Cybersecurity at Their Companies’ Peril.” *Harvard Business Review (video)*, May 8, 2017.
- Excerpt published in “Idea Watch” section of May/June 2017 issue of *Harvard Business Review*.
- Reprinted in *Cybersecurity: The Insights You Need from Harvard Business Review*. Boston: Harvard Business Review Press, 2019.

Cheng, J. Yo-Jud, and Boris Groysberg. “7 Charts Show How Political Affiliation Shapes U.S. Boards.” *Harvard Business Review (digital article)*, August 23, 2016.

- Accompanying video: “The (Mostly Republican) Politics of U.S. Boards.” *Harvard Business Review (video)*, September 15, 2016.

Groysberg, Boris, J. Yo-Jud Cheng, Spencer Stuart, WomenCorporateDirectors (WCD) Foundation, and Deborah Bell. “2016 Global Board of Directors Survey.” April 20, 2016.

- Press releases:
 - “Are Expectations on Board Members Too High? Most Directors Think So.” October 20, 2016.
 - “Global Survey Report Reveals Challenges for Boardrooms around Regulatory Climate, Attracting Top Talent, and Cybersecurity.” April 20, 2016.
 - “Boardrooms Uncertain about Economic Outlook, with Few Predicting Growth.” February 16, 2016.
- Related report:
 - “2016 Board of Directors Survey: Australian Summary.” July 2016.
- Press coverage:
 - CNBC; Huffington Post; Fortune; Wall Street Journal; Reuters; Bloomberg.

Groysberg, Boris, and J. Yo-Jud Cheng. “The Political Issues Board Directors Care Most About.” *Harvard Business Review (digital article)*, February 16, 2016.

Book Chapter

Collis, David, Bharat Anand, and J. Yo-Jud Cheng. "The United States in Contemporary Perspectives: Evolving Forms, Strategy, and Performance." In *Business Groups in the West: Origins, Evolution, and Resilience*. Eds. Asli M. Colpan and Takashi Hikino. New York: Oxford University Press, 2018, 402-431.

CASE STUDIES AND TEACHING MATERIALS

Groysberg, Boris, J. Yo-Jud Cheng, and Annelena Lobb. "CEO Succession at Cisco (A): From John Chambers to Chuck Robbins." *Harvard Business School Publishing* (Case 417-031), August 2016.

Groysberg, Boris, J. Yo-Jud Cheng, and Annelena Lobb. "CEO Succession at Cisco (B): Announcement Strategy." *Harvard Business School Publishing* (Case 417-032), August 2016.

Groysberg, Boris, J. Yo-Jud Cheng, and Annelena Lobb. "CEO Succession at Cisco (C): Chuck Robbins' First 100 Days." *Harvard Business School Publishing* (Case 417-033), August 2016.

- Teaching Note: Groysberg, Boris, J. Yo-Jud Cheng, and Annelena Lobb. "CEO Succession at Cisco (A), (B), & (C), and Cisco Systems: In Search of the Next CEO (TN)." *Harvard Business School Publishing* (Teaching Note 417-076), May 2017 (revised January 2018).
- Video Supplement: Groysberg, Boris, and J. Yo-Jud Cheng. "CEO Succession at Cisco: Video Supplement." *Harvard Business School Publishing* (Video Supplement 418-705), December 2017.

Groysberg, Boris, J. Yo-Jud Cheng, Sarah L. Abbott, and Olivia Hull. "Cisco Systems: In Search of the Next CEO." *Harvard Business School Publishing* (Case 416-027), November 2015 (revised February 2017).

TEACHING EXPERIENCE

University of Virginia Darden School of Business, Charlottesville, VA Oct. 2019 – present
First Year Strategy (full-time MBA core curriculum)
Strategic Corporate Governance (full-time MBA elective curriculum)

Harvard University Department of Economics, Cambridge, MA Feb. 2016 – May 2016
Economics 970: Strategic Human Resource Management
▪ Awarded 2016 Harvard University Certificate of Distinction in Teaching

SELECTED PRESENTATIONS

(*denotes presentation by co-author)

2019

- University of Melbourne*; Victoria University of Wellington*
- *Conference Presentations*: Academy of Management Annual Conference; Strategic Management Society Annual Conference; Strategic Management Society Special Conference (Las Vegas, NV)*

2018

- Cornell University, ILR School; Hong Kong University of Science and Technology, HKUST Business School; London Business School; Rice University, Jones Graduate School of Business; University of California-Los Angeles, Anderson School of Business; University of Notre Dame, Mendoza College of Business; University of Utah, Eccles School of Business; University of

Virginia, Darden School of Business; University of Virginia, McIntire School of Commerce; London School of Economics*; University of Glasgow*

- *Conference Presentations:* HBS Strategy Doctoral Alumni Conference; Wharton People & Organizations Conference; European Group for Organizational Studies Colloquium*

2017

- *Conference Presentations:* INSEAD Conference on Behavioral Perspectives on Corporate Governance; Strategic Management Society Annual Conference

2016

- *Conference Presentations:* Academy of Management Annual Meeting; Strategic Management Society Annual Conference

INVITED CONFERENCE WORKSHOPS

- STR Division Junior Faculty Teaching Consortium, Academy of Management Conference Aug. 2019
- Early Career Workshop, Strategic Management Society Special Conference (Las Vegas) Mar. 2019
- STR Division Dissertation Consortium, Academy of Management Conference Aug. 2018
- Doctoral Student Workshop, Strategic Management Society Annual Conference Sep. 2016
- BPS Division Doctoral Consortium, Academy of Management Conference Aug. 2016

AWARDS & HONORS

- Strategic Leadership and Governance Interest Group Best Paper Award: Honorable Mention, Strategic Management Society (2019)
- Best Conference Paper Prize: Nominee, Strategic Management Society (2019)
- Best Paper Proceedings, Academy of Management (2019)
- Andreas Al-Laham Best Paper Award, European Group for Organizational Studies (EGOS), Multi-Level Network Research Standing Working Group (2018)
- Certificate of Distinction in Teaching, Harvard University (2016)
- Graduate Research Fellowship Program (Economics): Honorable Mention, National Science Foundation (2013)
- Doctoral Fellowship, Harvard Business School (2013 – 2019)
- Natalie Bolton Student Prize in Economics, Wellesley College (2009)
- Omicron Delta Epsilon Economics Honor Society, Wellesley College (2009)
- Jerome A. Schiff Fellowship for Thesis Research, Wellesley College (2008)
- Natalie Bolton Faculty Prize in Econometrics, Wellesley College (2008)

WORK EXPERIENCE

Analysis Group, Inc., Menlo Park, CA Aug. 2010 – Jun. 2013
Senior Analyst (Jan. 2012 – Jun. 2013)
Analyst (Aug. 2010 – Dec. 2011)

Stanford Law School, Stanford, CA Jun. 2009 – Aug. 2010
Research Fellow

SERVICE ACTIVITIES

- Ad-hoc reviewer, Management Science 2017 – present
- Ad-hoc reviewer, Strategic Management Society Conference 2019 – present
- Ad-hoc reviewer, Academy of Management Conference (BPS/STR division) 2015 – present
- Member, Selection Committee for HBS Wyss Award for Excellence in Mentoring 2017 – 2019

PROFESSIONAL MEMBERSHIPS

- Academy of Management
- Strategic Management Society