

# Mingtao Xu

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| CONTACT INFORMATION   | B220 Lihua Building,<br>School of Economics and Management, Tsinghua University,<br>Haidian District, Beijing 100084, China.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <a href="mailto:xumt@sem.tsinghua.edu.cn">xumt@sem.tsinghua.edu.cn</a><br><a href="http://www.mingtaoxu.com">www.mingtaoxu.com</a> |
| ACADEMIC POSITIONS    | Associate Professor without Tenure<br>Director of Tsinghua SEM Research Center for Healthcare Management<br>Assistant Professor<br>Department of Innovation, Entrepreneurship, and Strategy,<br>School of Economics and Management, Tsinghua University.<br>Assistant Professor, E. J. Ourso College of Business, Louisiana State University.<br>Lecturer, Krannert School of Management, Purdue University.                                                                                                                                                                                                                                                | 2024–<br>2026–<br>2021–2024<br><br>2020-2021<br>2018-2019                                                                          |
| EDUCATION             | Ph.D. in Strategy, minor in Economics, Purdue University.<br>• Dissertation: Essays on Patent Litigation, Patent Monetization, and Entrepreneurial Firms.<br>• Committee: Richard Makadok (Co-chair), Tony W. Tong (Co-chair), Thomas Brush, Umit Ozmel.<br>M.S. in Business Administration, Emory University.<br>• Doctoral program in Organization and Management.<br>M.S. in Statistics, M.S. in Economics, Georgia Institute of Technology.<br>B.A. in Economics, University of International Business and Economics (UIBE).                                                                                                                            | 2020<br><br><br>2015<br>2013<br>2011                                                                                               |
| RESEARCH INTERESTS    | Property Rights, Litigation, AI and Strategy, Entrepreneurial Firms.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                    |
| PUBLICATIONS          | 1. How Property Rights Matter to Firm Resource Investment: Evidence from a Property Law Enactment, with Tony Tong and Wenlong He, <i>Organization Science</i> , 2022, 33(1), 293-310.<br>2. Substituting Human Decision-Making with Machine Learning: Implications for Organizational Learning, with Natarajan Balasubramanian and Yang Ye, <i>Academy of Management Review</i> , 2022, 47(3), 448-465.<br>3. Property Rights and Firm Scope, with Tony Tong and Zhimin Li, <i>Journal of Management</i> , 2025, 51(2), 637-669.                                                                                                                            |                                                                                                                                    |
| PRACTITIONER ARTICLES | 1. 数字化赋能医药行业:打破信息壁垒,助力医疗公平 (Digitization in the Pharmaceutical Industry), with Xinyu Yang and Peng Wang, <i>Tsinghua Business Review</i> , 2024, (6), 22-27.<br>2. Why DeepSeek Shouldn't Have Been a Surprise, with Prithwiraj (Raj) Choudhury and Natarajan Balasubramanian, 2025, <i>Harvard Business Review (Online)</i> .                                                                                                                                                                                                                                                                                                                              |                                                                                                                                    |
| WORKING PAPERS        | 1. Scaling Human Capital: Codified Selves and Value Creation and Appropriation, with Prithwiraj Choudhury and Natarajan Balasubramanian, <i>R&amp;R at Academy of Management Review</i> .<br>• Presentations: BYU Winter Strategy Conference, MOR Workshop at Renmin University, OSU AI in Business Conference <sup>†</sup> .<br>2. Patent Litigation and Entrepreneurial Venture Financing, with Tony Tong and Huiyan Zhang, <i>R&amp;R at Strategic Management Journal</i> .<br>• Presentations: CEIBS, Shanghai Jiaotong University, SHUFE, ShanghaiTech; SMS, AOM, GIIP, UESTC, Peking University NSD, U Hawaii, ISA, Renmin University Business School |                                                                                                                                    |

and School of Finance.

3. Hedge Fund Activism and Patent Litigations, with Yurun Tian and Kubilay Cirik, *R&R at Strategic Management Journal*.
  - Presentations: SMS Hong Kong, CUHK Shenzhen, AOM, Wharton Corporate Strategy and Innovation Conference (Poster)<sup>†</sup>.
4. The Spillover Effect of Patent Litigation, with Yifan Liu, Aija Leiponen, and Yolanda Xue, *R&R at Management Science*.
  - Presentations: Strategy Science Conference, Wharton Technology and Innovation Conference<sup>†</sup>, DRUID, AOM, IACMR, HKUST Guangzhou, Fudan SOM, CEIBS.
5. Algorithmic Deployment and Lending Fairness, with Jizhen Li, Yuanxin Fang, and Adrian Zhang.
  - Presentations: HKU Innovation Symposium.
6. Geoeconomic Uncertainties and Private Firm Strategies: Evidence from Venture Financing, with Tan Li and Victor Cui.
  - Presentations: AOM, ISA, Peking University, Shanghai Tech, INSEAD Doriot Entrepreneurship Conference (Poster).
7. CEO Human Capital, Social Capital and AI Disruption: What Shields CEOs from the Replacement Risks, with Guoli Chen and Wei Shen.
8. Trolling for Dollars: A Theory of Patent Monetization, Competing Business Models, and Patent Assertion Entities, with Richard Makadok.
  - Presentations: SMS, INFORMS, AOM, Munich Summer Institute (Poster), Strategy Science Conference (Poster), Tsinghua, UIBE.
9. Generative AI and the Reallocation of Creative Value: Evidence from an AI Musician, with Fan Yang.
  - Best paper runner-up Strategy Science Conference 2026.
  - Presentations: AOM, Organization Science Winter Conference (Poster)<sup>†</sup>.
10. Startups' Reconfiguration of Human Capital, with Shinjinee Chattopadhyay and Natarajan Balasubramanian.
11. Scope of Intellectual Property Rights and Litigating Monetization: Evidence from AIA and Patent Trolls, with Tony Tong.
  - Presentations: Erasmus University, SHUFE, Wharton Corporate Strategy and Innovation Conference (Poster), Wharton Innovation Doctoral Symposium, Penn Wharton China Center Innovation and IP Conference, Peking University, Purdue Strategy Area Proseminar, SMS, AOM.
12. Data Flow Restrictions on Mobile Applications: Evidence from Indonesia, with Lisha Wang and Wenzhe Xu.
  - AOM.
13. Agglomeration Density and Business-Consumer Matching: Evidence from Yelp (Inactive).
  - North American Meetings of the Regional Science Association.

WORK  
IN PROGRESS

1. Domain Expertise and AI Commercialization, with Natarajan Balasubramanian.
  - Presentations: OSU<sup>†</sup>, ISA, SMS.
2. Employee Expertise and New Venture Innovation, with Yuchen Zhang, Stephanie Cheng, and Natarajan Balasubramanian.

<sup>†</sup> By coauthors.

## GRANTS

1. AI and Inclusive Entrepreneurship, PI, Tsinghua University Institute for Sustainable Social Value Grant, 2026-2027.
2. AI Commercialization and Human Resources, PI, Tsinghua University Initiative Scientific Research Program, 2025-2027.
3. Patent Litigation and Firms' Acquisition of Resources, PI, Beijing Municipal Science & Technology Commission, 2024-2025.
4. Medical AI Entrepreneurial Firms, PI, Tsinghua University SEM Research Grant, 2024-2025.
5. Tsinghua University Junior Faculty Startup Research Fund, PI, 2021-2024.

## HONORS AND AWARDS

Tsinghua SEM Teaching Excellence Award, 2025.

AliResearch Young Academics Project, Alibaba, 2022-2023.

Distinguished Student Paper Award, STR Division, Academy of Management, 2019.

Best Paper Runner-up, Wharton Innovation Doctoral Symposium (WINDS), 2019.

Best Paper Proceedings, STR Division, Academy of Management, 2019.

Bilsland Dissertation Fellowship, Purdue University Graduate School, 2019-2020.

Ph.D. Student Service Award, Krannert School of Management, Purdue University, 2019.

Outstanding Research Award, Krannert School of Management, Purdue University, 2018 and 2019.

Krannert Certificate for Distinguished Teaching, Purdue University, 2018 Spring and 2018 Fall.

Graduate Assistantship, Purdue University, 2016-2019.

Outstanding Reviewer Award, BPS Division, Academy of Management, 2016.

Laney Graduate School Fellowship, Emory University, 2013-2015.

Graduate Research Assistantship, Georgia Institute of Technology, 2012-2013.

University Scholarship, University of International Business and Economics, 2008-2010.

## CONFERENCES AND SEMINARS

### 2026

- Nankai University, GIIP Conference, Strategy Science-AOM STR Division Joint PDW at Tsinghua, Lakeside Management Conference, SSC, ISA, AOM Patent PDW, SMS (Scheduled).

### 2025

- BYU Winter Strategy Conference, GIIP Conference, DRUID, IACMR, SSC, Renmin University, MOR Workshop, AOM Patent PDW, Shandong University, INSEAD Doriot Entrepreneurship Conference, Shanghai Jiaotong University.

### 2024

- Renmin University, Shanghai Jiaotong University, UESTC, UIBE, GIIP Conference, GEIRC, SMS Seoul PDW, AOM, SMS, ISA.

### 2023

- Guanghua Workshop in Global Innovation and Strategy, PHBS Workshop in Management, SWUFE, UESTC, ShanghaiTech, AOM International Management JFC, Zhejiang University, IACMR, University of Colorado, ISA, HKUST Guangzhou, CUHK Shenzhen, CEIBS

### 2022

- IACMR Macro Workshop; Fudan University School of Management, Shandong University School of Business, Peking University NSD, AOM STR Junior Faculty Consortium, University of Hawaii, Tsinghua-Rice Joint Research Center.

**2021**

- Erasmus University, Tongji University SEM, Tsinghua, AOM TIM Junior Faculty Consortium.

**2020**

- Peking University NSD, SMS, CEIBS, Shanghai Jiaotong University, Shanghai University of Finance and Economics (SHUFE) College of Business, ShanghaiTech.

**2019**

- Wharton Corporate Strategy and Innovation Conference, INFORMS, SMS, Wharton Innovation Doctoral Symposium (WINDS), AOM STR Dissertation Consortium, Wharton China Center Innovation and Intellectual Property Conference, Peking University, Munich Summer Institute, Northwestern University IP Research Conference, Strategy Science Conference.

**2018**

- AOM TIM Doctoral Consortium, Krannert Doctoral Research Symposium, Tsinghua University, UIBE School of International Trade and Economics, IACMR, Renmin University of China, Purdue Strategy Doctoral Alumni Conference, Purdue Strategy Proseminar.

**2017**

- SMS, Purdue Strategy Area Proseminar.

**TEACHING****Tsinghua**

- AI Strategic Management (Undergraduate), 2026-.
- Strategic Management (Master's), 2022-.
- Current Research in Strategic Management (PhD), 2023-.
- Management Research Method II (PhD), 2022-.
- Strategic Management (Undergraduate), 2024-2025.
- Global Strategy and Organizations (Master's), 2022-2023.

**LSU**

- Strategic Management (Undergraduate), 2020-2021.

**Purdue**

- Strategic Management (Undergraduate), 2018.

**OTHER  
EXPERIENCES**

|                                                                             |           |
|-----------------------------------------------------------------------------|-----------|
| Founding Board Member, Precision MedCare.                                   | 2017-2021 |
| Research Assistant to Richard Makadok, Purdue University, USA.              | 2016-2019 |
| Research Assistant to Tony Tong, Purdue University, USA.                    | 2016-2017 |
| Business Manager, Shaolin Institute, Norcross, GA, USA.                     | 2016      |
| Research Assistant to Vivek Ghosal, Georgia Institute of Technology, USA.   | 2012-2013 |
| Student Athlete Tutor, Georgia Tech Athletic Association, Atlanta, GA, USA. | 2012      |
| Lecturer, Beijing New Oriental School, Beijing, China                       | 2010-2011 |

**PROFESSIONAL  
SERVICES**

Editorial Board Member, Management and Organization Review, 2022-.

Reviewer: Academy of Management Review, Management Science, Organization Science, Strategic Management Journal, Research Policy, Journal of Management, Journal of Business Venturing, Management and Organization Review, Long Range Planning, Technovation, Asia Pacific Journal of Management, Journal of Systems and Management (Chinese), Empirical Economics, AOM, SMS.

**OTHER SERVICES** MiM Program Committee, Tsinghua University, 2022-.

Department Research Seminar Committee, Tsinghua University, 2021-.

President of Krannert Doctoral Student Association, Purdue University, 2018-2019.

Co-organizer of Purdue Strategy Doctoral Alumni Reception at AOM, 2019.

Senator of Department of Management, Purdue Graduate Student Government, 2017-2018.

TECHNICAL  
SKILLS

R, Mathematica, ArcGIS, MySQL, Stata, Python, Matlab, SAS, L<sup>A</sup>T<sub>E</sub>X.

PROFESSIONAL  
MEMBERSHIPS

AOM, SMS, AEA, INFORMS, IACMR, ISA.

LANGUAGES

English, Chinese.

Updated: June. 2026.