

CURRICULUM VITAE

Wei Zhao

University of California, Riverside
Department of Sociology
Riverside, CA 92521
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EDUCATION

- 2004 Ph.D., Sociology, Duke University
1998 M.A., History, Peking University, China
1995 B.A., History, Peking University, China

ACADEMIC POSITIONS

- 2020 – Associate Professor of Sociology, UC Riverside
2016 – 2019 Associate Director of Organizational Science Doctoral Program, UNC Charlotte
2011 – 2020 Associate Professor of Sociology & Organizational Science, UNC Charlotte
2010 – 2020 Faculty Affiliate, Public Policy Doctoral Program, UNC Charlotte
2005 – 2011 Assistant Professor of Organizational Science, UNC Charlotte
2004 – 2011 Assistant Professor of Sociology, UNC Charlotte

AREAS OF RESEARCH INTEREST

Organizational Sociology	Social Inequality
Economic Sociology	Chinese Society
Globalization & Development	Comparative & Historical Sociology

PEER-REVIEWED ARTICLES (* indicates former student when the project started)

Zhao, Wei and Jun Xu. “Visible and Invisible Hands Intertwined: State-Market Symbiotic Interactions and Changing Income Inequality in Urban China.” In press. *Social Science Research*.

- Xu, Jun, **Wei Zhao**, and Fang Gong. "Market Transition, Multidimensional Socioeconomic Status, and Health Disparities in Urban China." In press. *Sociological Perspectives*.
- Ge, Jianhua* and **Wei Zhao**. 2018. "Culture, Power, and Hybrid HR System in Foreign-Invested Enterprises: Evidence from China." *International Journal of Human Resource Management*. doi: 10.1080/09585192.2018.1448293.
- Zhao, Wei** and Xueguang Zhou. 2017. "From Institutional Segmentation to Market Fragmentation: Institutional Transformation and the Shifting Stratification Order in Urban China." *Social Science Research* 63:19-35.
- Ge, Jianhua* and **Wei Zhao**. 2017. "Institutional Linkages with the State and Organizational Practices in Corporate Social Responsibility: Evidence from China." *Management and Organization Review* 13:539-573.
- Zhao, Wei** and Yang Cao. 2017. "Institutional Compatibility and the Diffusion of 'Best Practices': Human Resource Management in Foreign-Invested Enterprises in China." *Chinese Sociological Review* 49:1-34.
- Zhang, Yanlong, **Wei Zhao**, and Jianhua Ge*. 2016. "Institutional Duality and Political Strategies of Foreign-Invested Firms in an Emerging Economy." *Journal of World Business* 51:451-462.
- Zhang, Jianjun, **Wei Zhao**, and Yanlong Zhang. 2016. "Institutional Transformation and Changing Networking Patterns in China." *Management and Organization Review* 12:303-331.
- Zhao, Wei** and Jianhua Ge*. 2014. "Dual Institutional Structure and Housing Inequality in Transitional Urban China." *Research in Social Stratification and Mobility* 37:23-41.
- Zhao, Wei**. 2013. "Social Networks, Job Search, and Job Earnings in a Transitional Economy: An Institutional Embeddedness Argument." *Research in the Sociology of Work* 24:103-124.
- Zhao, Wei**. 2012. "Economic Inequality, Status Perceptions, and Subjective Well-Being in China's Transitional Economy." *Research in Social Stratification and Mobility* 30:433-450.
- Frear, Katherine A.*, Yang Cao, and **Wei Zhao**. 2012. "CEO Background and the Adoption of Western-Style Human Resource Practices in China." *International Journal of Human Resource Management* 23:4009-4024.
- Zhao, Wei** and Xueguang Zhou. 2011. "Status Inconsistency and Product Valuation in the California Wine Market." *Organization Science* 22:1435-1448.

Zhou, Xueguang and **Wei Zhao**. 2009. "Social Science Research on Chinese Organizations in the English Literature: A Survey." ("英文文献中的中国组织现象研究") *Sociological Studies* (社会学研究) 144:145-186.

A shorter Chinese version was published as a book chapter (pp. 432-458) in *Chinese Studies in North America: Research and Resources*, edited by Haihui Zhang, Zhaohui Xue, et al. 2010. Beijing: Zhonghua Press.

The English version was published as a book chapter (pp. 192-231) in *A Scholarly Review of Chinese Studies in North America*, edited by Haihui Zhang, Zhaohui Xue, Shuyong Jiang, and Gary Lance Lugar. 2013. Published by the Association for Asian Studies, Inc. (ISBN: 978-0-924304-72-9).

Zhao, Wei. 2009. "Market Institutions, Product Identities, and Valuation of California Premium Wines." *Sociological Quarterly* 50:525-555.

Cao, Yang and **Wei Zhao**. 2009. "Localization in the Age of Globalization: Institutional Duality and Labor Governance Structures in China's Foreign-Invested Enterprises." *Research in the Sociology of Work* 19:165-201.

Zhao, Wei and Xueguang Zhou. 2008. "Intraorganizational Career Advancement and Voluntary Turnover in a Multinational Bank in Taiwan." *Career Development International* 13:402-424.

Zhao, Wei. 2008. "Social Categories, Classification Systems, and Determinants of Wine Price in the California and French Wine Industries." *Sociological Perspectives* 51:163-199.

Brady, David, Jason Beckfield, and **Wei Zhao**. 2007. "The Consequences of Economic Globalization for Affluent Democracies." *Annual Review of Sociology* 33:313-334.

Zhao, Wei. 2005. "Understanding Classifications: Empirical Evidence from the American and French Wine Industries." *Poetics: Journal of Empirical Research on Culture, the Media and the Arts* 33:179-200.

Zhao, Wei and Xueguang Zhou. 2004. "Chinese Organizations in Transition: Changing Promotion Patterns in the Reform Era." *Organization Science* 15:186-199.

Zhou, Xueguang, **Wei Zhao**, Qiang Li, and He Cai. 2003. "Embeddedness and Contractual Relationships in China's Transitional Economy." *American Sociological Review* 68:75-102.

Translated and reprinted in *Organizational Governance and Organizational Innovation*, edited by Youmei Li, Lulu Li, He Cai, and Zeqi Qiu. 2008. Shanghai: Gezhi Press.

(李友梅、李路路、蔡禾、邱泽奇主编《组织管理与组织创新:组织社会学实证研究文选》, 2008. 上海格致出版社.)

Zhao, Wei and Xueguang Zhou. 2002. “Institutional Transformation and Returns to Education in Urban China: An Empirical Assessment.” *Research in Social Stratification and Mobility* 19:339-375.

BOOK CHAPTERS

Zhao, Wei. 2012. “Management Studies of Chinese Organizations in the English Literature: A Brief Review.” (“英文文献中有关中国组织管理学研究之简评”) pp. 42-56 in *International Review of China Studies* (《当代海外中国研究》美国版). South San Francisco, CA: Long River Press.

Zhao, Wei. 2013. “Management Studies of Chinese Organizations in the English Literature: A Brief Review.” (“英文文献中有关中国组织管理学研究之简评”) pp. 27-38 in *Chinese Studies Abroad*. Vol. 2 (《当代海外中国研究二集》). Shanghai, China: East China Normal University Press.

Zhao, Wei and Xueguang Zhou. 2007. “Returns to Education in China’s Transitional Economy: Reassessment and Reconceptualization.” pp. 224-247 in *Education and Reform in China*, edited by Emily Hannum and Albert Parker. New York: Routledge.

OTHER PUBLICATIONS

Zhao, Wei and Yang Cao. 2009. “Institutional Compatibility and High-Commitment HR Practices in an Emerging Economy: A Study of Multinational Corporation Affiliates in China.” Final Report to Society for Human Resource Management (SHRM) Foundation.

Zhao, Wei. 2005. Book review of *China Made: Consumer Culture and The Creation of The Nation* by Karl Gerth. *China International Review* 11:339-343.

Zhao, Wei and Kaiwang Lu. 2002. “Impact of European Colonial Powers on Egypt’s Early Modernization and Semi-Colonization.” pp. 462-508 in *Colonial History (the Volume on Africa)*, edited by Jiaxin Zheng. Beijing: Peking University Press. (in Chinese)

Zhao, Wei. 1995. “Nelson Mandela’s Political Thoughts.” *West Asia and Africa* 3:28-34. (in Chinese)

Zhao, Wei. 1995. “Migrant Workers in Latin America.” *The Graduate Student Journal of Peking University*. No. 3. (in Chinese)

FUNDED RESEARCH GRANTS (selected)

2018-2022 “Future of Firefighting and Career Training—Advancing Cognitive, Communication, and Decision Making Capabilities of Firefighters.” Co-PI (PI

Aidong Lu; Co-PIs Weichao Wang, Aixi Zhou). Funded by National Science Foundation under “NSF’s 10 Big Ideas—The Future of Work at the Human-Technology Frontier.” (\$1,494,976)

- 2017-2018 “Housing Inequality in China’s Booming Market: Recent Trend and New Analyses.” PI. Senior Faculty Research Grant, UNC Charlotte (\$6,000)
- 2015-2016 “Changing Social Inequality and Perceptions of Distributive Justice in China.” PI. Senior Faculty Research Grant, UNC Charlotte (\$6,000)
- 2015-2016 “Institutional Transformations and Shifting Patterns of Social Inequality in Urban China.” PI. Funded by the Chiang Ching-kuo Foundation (\$25,631)
- 2014-2015 “When East Meets West: Determinants and Effectiveness of HRM Systems of Chinese MNC Affiliates in North and South Carolina.” PI (with Qingfang Wang). Mosaic Collaborative Seed Grant, UNC Charlotte (\$11,962)
- 2013-2014 “Neither Internationalization nor Localization: Hybrid Human Resource Management Structure in Foreign-Invested Enterprises in China.” PI. Senior Faculty Research Grant, UNC Charlotte (\$6,000)
- 2013-2014 “Institutional Transformations and Changing Patterns of Social Inequality during China’s Market Transition (1994-2010).” PI. Seed Grant of College of Liberal Arts and Science, UNC Charlotte (\$8,000)
- 2011-2012 “Significance of Interpersonal and Interorganizational Networks in a Transitional Economy.” PI. Senior Faculty Research Grant, UNC Charlotte (\$6,000)
- 2008-2009 “Changing Patterns of Social Inequality in China’s Emerging Market: Empirical Evidence from Two National Surveys in 1994 and 2003.” PI. Junior Faculty Research Grant, UNC Charlotte (\$4,600)
- 2007-2009 “Institutional Compatibility and High-Commitment HR Practices in an Emerging Economy: A Study of Multinational Corporation Affiliates in China.” Co-PI (with Yang Cao). Funded by Society for Human Resource Management (SHRM) Foundation (\$62,825)

HONORS AND AWARDS

- 2017 Best Paper in Track of “Organization Theory” at the Southern Management Association Conference for the paper coauthored with Daniel Davis (“Credible Quality Signal or Symbolic Identity Marker? Market Status and the Social Construction of Wine Value”)
- 2016 Reassignment of Duties Award, UNC Charlotte (research sabbatical)

- 2013 Certificate of Excellence in Reviewing, awarded by Elsevier (publisher of *Research in Social Stratification and Mobility*)
- 2012 Outstanding Faculty Award, UNC Charlotte (ODS)
- 2008/11/13/14 International Travel Award, UNC Charlotte
- 2009 Outstanding Faculty Award, UNC Charlotte (ODS)
- 2008 Reassignment of Duties Award, UNC Charlotte
- 2002 Summer Research Fellowship, Duke University
- 2001 Predissertation/Dissertation Research Travel Award, Duke University
- 1997 Yang-Naiying Academic Scholarship, Yang-Naiying Foundation
- 1997 Korean Study Scholarship, Korean Study Foundation
- 1994, 1995 Guanghua Fellowship, Guanghua Foundation
- 1994 Academic Excellence Award, City of Beijing
- 1991-1997 Academic Excellence Award, Peking University

CONFERENCE PRESENTATIONS

Gong, Fang, Jun Xu, and Wei Zhao. "Social Conditions, Physical Activity, and BMI in Transitional China." International Chinese Sociological Association Annual Meeting, New York, August 2019.

Gong, Fang, Jun Xu, and Wei Zhao. "The Associations between Multidimensional SES and Health Behavior in Urban China." North Central Sociological Association Annual Meeting, Cincinnati, March 2019.

Xu, Jun, Wei Zhao, and Fang Gong. "Inequalities, Institutional Transformations, and Infirmities in Urban China." International Chinese Sociological Association Annual Meeting, Princeton University, August 2018.

Davis, Daniel and Wei Zhao. "Credible Quality Signal or Symbolic Identity Marker? Market Status and the Social Construction of Wine Value." Southern Management Association Annual Meeting, St. Pete Beach, October 2017.

- Zhao, Wei and Jun Xu. "Market Transition, State Policies, and Income Inequality in Urban China, 2003-2013." North American Chinese Sociologists Association Annual Meeting, Montreal, August 2017.
- Ge, Jianhua and Wei Zhao. "The Duality of Connections: A Political Control Model of Corporate Strategy." Sunbelt Conference of the International Network for Social Network Analysis (INSNA), Beijing, May 30-June 4, 2017.
- Zhao, Wei. "Market Transition, State Policies, and Income Inequality in Urban China." Asia Scholar Network Conference, UNC-Chapel Hill, February 2017.
- Zhao, Wei and Jianhua Ge. "Politics in Philanthropy: Distinct Institutional Linkage and Practice Variation in Corporate Social Responsibility." International Conference of Social Network Analysis, Shanghai, May 2016.
- Zhao, Wei and Daniel Davis. "Credible Quality Signal or Symbolic Identity Marker? An Institutional Approach to Market Status and Social Construction of Wine Value." Southern Sociological Society Annual Meeting, Atlanta, April 2016.
- Zhao, Wei. "Market Transition and Changing Organizational Role in Social Inequality in Urban China." 27th Annual Meeting of SASE (the Society for the Advancement of Socio-Economics). London, UK, July 2015.
- Yang, Song, Xueguang Zhou, Xintao Wu, and Wei Zhao. "Hierarchical Structure of Chinese Bureaucracy: Network Analysis of Status Ordering among State Bureaus." XXXV Sunbelt Conference of the International Network for Social Network Analysis (INSNA), Brighton, UK, June 2015.
- Zhang, Yanlong and Wei Zhao. "Institutional Forces and Political Strategies of Foreign-Invested Firms in an Emerging Economy." International Association for Chinese Management Research Biannual Meeting, Beijing, China, June 2014.
- Zhao, Wei and Jianhua Ge. "Reshuffled Stratification Order and Perceptions of Distributive Justice and Social Problems in Contemporary China." American Sociological Association Annual Meeting, New York, August 2013.
- Ge, Jianhua, Wei Zhao, and Yang Cao. "Neither West nor East: Hybrid HRM in FIEs in China." Academy of Management Annual Meeting, Orlando, FL, August 2013.
- Yang, Song, Xueguang Zhou, and Wei Zhao. "Bureaucratic Power Structure in a Transitional Economy: Social Network Analysis of Inter-Bureau Personnel Flow in China." Sunbelt Conference of the International Network for Social Network Analysis (INSNA), Xi'An, China, July 2013.

- Zhao, Wei. "Economic and Social Inequality: The Case of China." Invited talk at the International Workshop on "Capitalism, Inequality and Democracy," University of British Columbia, Vancouver, Canada, April 2013.
- Zhao, Wei. "Dual Institutional Structure and Housing Inequality in Transitional Urban China." The Symposium on Asian Perspectives on Social Stratification and Inequality, Tohoku University, Sendai, Japan, October 2012.
- Zhao, Wei. "Social Networks, Job Search, and Income Disparity in a Transitional Economy." Southern Sociological Society Annual Meeting, New Orleans, March 2012 (Mini-Conference on "Work, Inequality, and Shifting Social Contracts").
- Katherine A. Frear, Yang Cao, and Wei Zhao. "CEO Background and the Adoption of Western-Style Human Resource Practices in China." Academy of Management Annual Meeting, San Antonio, August 2011.
- Cao, Yang and Wei Zhao. "Gender Composition and Wage in China's Foreign-Invested Firms." American Sociological Association Annual Meeting, Atlanta, August 2010.
- Zhao, Wei. "State Reform and Workforce Reduction during China's Market Transition." Southern Sociological Society Annual Meeting, Atlanta, April 2010.
- Zhao, Wei. "Market Reform and Housing Inequalities in Contemporary Urban China." American Sociological Association Annual Meeting, San Francisco, August 2009.
- Cao, Yang and Wei Zhao. "Gender Composition and Wage Inequality in China's Foreign-Invested Firms." Conference on "Work and Inequality in the Global Economy: China, Mexico, and the U.S." at UCLA, October 2009.
- Cao, Yang, Wei Zhao, Ben Baran, and Adrian Goh. "Retention-Oriented Employment Practices in MNC Affiliates in China." Southern Sociological Society Annual Meeting, New Orleans, April 2009.
- Zhao, Wei and Xueguang Zhou. "New Patterns of Social Inequality in the State-Sponsored Capitalism during China's Market Transition." American Sociological Association Annual Meeting, Boston, August 2008.
- Cao, Yang and Wei Zhao. "Institutional Compatibility and HR Practices in Multinational Corporation Affiliates in China." Southern Sociological Society Annual Meeting, Richmond, April 2008.
- Cao, Yang and Wei Zhao. "Localization in the Age of Globalization: Institutional Duality and Labor Governance Structures in China's Foreign-Invested Enterprises." American Sociological Association Annual Meeting, New York, August 2007.

- Zhou, Xueguang and Wei Zhao. "The Institutional Logic of Price Setting in the California Premium Wine Market." American Sociological Association Annual Meeting, New York, August 2007.
- Zhao, Wei and Xueguang Zhou. "Social Construction of Market Value in the California Premium Wine Industry." Southern Sociological Society Annual Meeting, Atlanta, April 2007.
- Zhao, Wei. "Consistency and Robust Identity: Reputation Building in the California Wine Market." Southern Sociological Society Annual Meeting, Charlotte, April 2005.
- Zhao, Wei and Xiaolan Ye. "Wine Reputation in the California and French Wine Industries." American Sociological Association Annual Meeting, San Francisco, August 2004.
- Zhao, Wei. "Social Differentiation and Identity Construction in An Institutional Field." American Sociological Association Annual Meeting, Atlanta, August 2003.
- Zhao, Wei. "Quality or Identity: Social Differentiation and Reputation among California Wines." Southern Sociological Society Annual Meeting, New Orleans, March 2003.
- Zhao, Wei and Xueguang Zhou. "Multidimensional Career Processes in Organizational Context." American Sociological Association Annual Meeting, Chicago, IL, August 2002.
- Zhou, Xueguang and Wei Zhao. "Contractual Relationships in Emerging Markets: Explorations in Embeddedness." American Sociological Association Annual Meeting, Anaheim, CA, August 2001.
- Zhao, Wei and Xueguang Zhou. "Life Chances in Organizational Context." Southern Sociological Society Annual Meeting, Atlanta, GA, April 2001.

COURSES TAUGHT

- "Quantitative Analysis/Statistics" (for undergraduate students)
- "Globalization and Development" (for undergraduate students)
- "Sociology of Economic Life" (for undergraduate students)
- "Economic Sociology" (for doctoral and M.A. students)
- "Organizational Sociology/Macro Organizational Science" (for doctoral and M.A. students)
- "Organizational Science Overview" (for doctoral students)
- "Current Topics and Events in Organizational Science" (for doctoral students)

PROFESSIONAL SERVICE

Editorial Board, *Chinese Sociological Review*, 2016-present

Editorial Review Board, *Management and Organization Review*, 2014-present

Board of Directors, North American Chinese Sociologists Association, 2016-2017

Newsletter Editor, North American Chinese Sociologists Association, 2016-2017

Member, UNC Asia Scholar Network, 2016-2020

Membership of Professional Associations (present and past):

American Sociological Association, Southern Sociological Society, International Chinese Sociological Association, Academy of Management, International Association for Chinese Management Research

Served on National Science Foundation Sociology Advisory Panel

Served on National Science Foundation Sociology Dissertation Advisory Panel (multiple years)

Reviewer of the research grants for Research Grants Council of Hong Kong

Book reviewer for Oxford University Press, Emerald Books, and Palgrave Macmillan

Ad hoc reviewer for journals:

Academy of Management Journal, Acta Sociologica, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, China Journal, Chinese Sociological Review, Comparative Education Review, Governance, Housing Studies, Management and Organization Review, Organizational Behavior and Human Decision Processes, Poetics, Research in Social Stratification and Mobility, Research in the Sociology of Work, Social Currents, Social Forces, Social Indicators Research, Social Science Research, Social Transformation in Chinese Societies, Socio-Economic Review, Sociological Forum, Sociological Quarterly, Socius, Work and Occupations, Youth & Society

Organizer and co-presider of the Session “The New Economy and Changes in Asian Societies.” American Sociological Association Annual Meeting (Asia and Asian America Section virtual meeting), August 2020.

Invited discussant at the Shanghai Social Science Summer Symposium, July 2017. Organized by *Chinese Sociological Review* (CSR) and sponsored by New York University, Shanghai.

Presider of the Session “Governance and Civil Society.” North American Chinese Sociologists Association Annual Meeting, Montreal, August 2017.

Member of the Program Committee of Southern Sociological Society Annual Meeting, Greenville, SC, 2017.

Presider and discussant of the Session “Civil Society, Social Movements, Organizations, and Social Change.” North American Chinese Sociologists Association Annual Meeting, Seattle, August 2016.

Discussant of the Session “State Governance and Government Behaviors” at the Organizational Sociology Conference, Shanghai, China, June 2016.

Discussant of the ASA Session “Social Inequalities: Emerging Research on Asia and Asian America.” American Sociological Association Annual Meeting, Chicago, August 2015.

Presider and discussant of the Session “Industrial Organizations” at the Organizational Sociology Conference, Hangzhou, China, July 2014.

Co-organizer of “Inequalities in a Global World” and “Globalization, Health, and Well-Being” with Yunus Kaya for Southern Sociological Society Annual Meeting, Charlotte, April 2014.

Presider of “Challenges and Inequality in East Asia” in Asian and Asian-American Section, American Sociological Association Annual Meeting, San Francisco, August 2009.

Presider and discussant of the Session “Educational and Socialization Processes outside the U.S.”, the 68th Annual Meeting of the Southern Sociological Society, Charlotte, April 2005.

Member of Local Arrangement Committee, the 68th Annual Meeting of the Southern Sociological Society, Charlotte, April 2005.

UNIVERSITY SERVICE

Graduate Affairs Committee, Department of Sociology, UC Riverside, 2020-2021

Grant Review Panel, UNC Charlotte, Spring 2020

Faculty Competitive Grants Committee, UNC Charlotte, 2019-2020

Department Executive Committee, Department of Sociology, 2018-2019

Organizational Science Summer Institute (faculty mentor), 2009-2019

Junior Faculty Search Committee (chair), Department of Sociology, 2017

Junior Faculty Search Committee (chair), Department of Sociology, 2016

Department Representative at Exploring UNCC Open House, 2017 (multiple years)

Faculty Competitive Grants Committee, UNC Charlotte, 2014-2016

Selection Committee for the Integration of Undergraduate Teaching and Research Award, 2015

Annual Review Committee, Department of Sociology, 2009, 2014, 2015 (chair)

E-Portfolio Pilot Committee, Department of Sociology, 2014

Organizational Science Advisory Committee, 2013-2014

Review Committee of Math Department, College of Liberal Arts & Sciences, 2014

Faculty Information & Technical Services Advisory Committees, UNC Charlotte, 2013

Graduate Student Committee, Department of Sociology, 2012-2013

Committee on Quality Enhancement Plan (QEP) Development, UNC Charlotte, 2011-2012

Faculty Advisory Library Committee, College of Liberal Arts & Sciences, 2010

Center for Justice Studies in China, UNC Charlotte, 2009

Organizational Science Admissions Committee, 2010 (member), 2011 (chair), 2020 (chair)

Speaker Series Committee, Department of Sociology, 2009-2010

UNCC Graduate Student Research Fair (faculty judge), 2010-2011

Chair Search Committee, Department of Sociology, 2008

Organizational Science Qualifying Examination Review Committee, 2007

Asian Recruitment Advisory Committee, UNC Charlotte, 2004-2007