

Liang (Arthur) Li

Assistant Professor, Strategy & Global Management
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ACADEMIC APPOINTMENT

<i>Assistant Professor in Strategy & Global Management</i> Haskayne School of Business, University of Calgary, Canada	since 2026
<i>Assistant Professor in Global Management Studies</i> Ted Rogers School of Management, Toronto Metropolitan University, Canada	2022-2026
<i>Lecturer (Assistant Professor) in International Business & Strategy</i> Henley Business School, University of Reading, UK	2021-2022
<i>Assistant Professor in International Business (part-time)</i> Ivey Business School, Western University, Canada	2021-2022
<i>Research Assistant</i> Ivey Business School, Western University, Canada	2017–2021

EDUCATION

<i>PhD, General Management (specialization in International Business)</i> Ivey Business School, Western University, Canada	2021
<i>MBA, General Management</i> Vlerick Business School, Gent, Belgium	2013
<i>Master of Science, Global Finance</i> Gabelli School of Business, Fordham University, New York City, United States	2013
<i>Bachelor of Art, English Language and Literature</i> Lanzhou University, Lanzhou, China	2005
<i>Bachelor of Law (Double Degree), Law Science</i> Lanzhou University, Lanzhou, China	2005

RESEARCH INTERESTS

- International business
- Foreign subsidiary management
- Decision making in MNEs
- Microfoundations of international business strategy

TEACHING INTERESTS

- International business strategy
- International management

DISSERTATION

Title: “General Manager Succession in Multinational Enterprise Subsidiaries”

Dissertation Advisors: Paul W. Beamish, Andreas P.J. Schotter

Committee Members: Klaus Meyer, Liena Kano, Bob Andersen, Trevor Hunter

PUBLICATIONS (the listed proceedings here are the 6-page abridged version of the AOM “Best Papers”)

Li, L., Hasse, V.C., Rickley, M., 2026. Organizational separateness and general manager turnover: Behavioral theory in the international context. *Global Strategy Journal*
<https://doi.org/10.1002/gsj.70031>

Li, L., Ng, E., Goerzen, A., Chrysostome, E., 2026. CEO aging and MNE internationalization portfolio. *Journal of World Business*, 61(4), 101730
<https://doi.org/10.1016/j.jwb.2026.101730>

Li, L., Beamish, P.W., Schotter, A., 2024. General manager succession dynamics in MNE foreign subsidiaries. *Journal of International Business Studies*
<https://doi.org/10.1057/s41267-024-00717-3>

Li, L., Schotter, A., Beamish, P.W., 2024. The origin and nationality of general manager successors in local-market-seeking MNE subsidiaries. *International Business Review*, 33(3), 102272
<https://doi.org/10.1016/j.ibusrev.2024.102272>

Li, L., Hasse, V., Rickley, M. 2023. A behavioral perspective on general manager succession in underperforming foreign subsidiaries *AOM Best Paper Proceedings*
<https://doi.org/10.5465/AMPROC.2023.229bp>

Li, L. 2022. General manager successions in foreign subsidiaries of MNEs. *AIB Insights*, 22(4).
<https://doi.org/10.46697/001c.38486>.

Lee, J.M., Ibarra-Olivo, E., Lavoratori, K., Li, L., 2022. *Contemporary issues in international business: Inequality, geography, and global value chains*, Palgrave Macmillan Cham.
<https://doi.org/10.1007/978-3-031-24090-4>

Li, L., Beamish, P.W., Schotter, A., 2021. GM successors in local-market-seeking subsidiaries of MNEs: A multiple-case analysis *AOM Best Paper Proceedings*
<https://doi.org/10.5465/AMBPP.2021.11>

ADVANCED MANUSCRIPTS (some titles are abbreviated to preserve the integrity of the review process)

Li, L., Georgakakis D., Kano L., Verbeke A., Wang X., A symbolic-interactionism view of the MNE: Advancing international business microfoundations with role theory (‘Revise and Resubmit’ at *Journal of World Business*)

Li, L., Lee, J.M., Meyer, K., What do managers do in MNE subsidiaries? A review and future research agenda ('Revise and Resubmit' at *International Business Review*, TRSM Research Development Grant 7000 C\$)

Li, L., Rickley, M., Hasse, V., Strategic leadership interface in MNEs ('Revise and Resubmit' at *Multinational Business Review*)

Li, L., Andrews, D., Yao, K., Expatriation and MNE Performance (Under Review' at *Global Strategy Journal*)

Lee, J.M., Li, L., Schotter, A., Makino, S., MNE Innovation and foreign subsidiary general manager staffing: A hybrid model (In preparation for submission to *Journal of International Business Studies*, Yonsei University Research Grant 8240 C\$)

Li, L., Yildiz, E., Georgakakis, D., Greve, P., Beamish, P.W., Regime change and subsidiary GM succession (In preparation for submission to *International Business Review*)

WORKING PAPERS

MNE board career horizon and diversity (with Eddy Ng, Frank Jiang, and Shige Makino), *work in progress*

Non-CEO succession (with Mads E. Wedell-Wedellsborg), *work in progress*

Immigrant entrepreneurs in Canada (with Sui Sui, Vik Singh, and Judy Han), *interview data collection*, TRSM Research Development Grant 7000 C\$

Indigenous entrepreneurs at times of global disruptions (with Sui Sui and Jesse Bull), *interview data collection*

Peer influence and owner aging on immigrant-owned SMEs' exit from exporting (with Yuwei Ye, PhD candidate at Toronto Metropolitan University), *quantitative data analysis supported by Canadian Research Data Centre Network and the Research Data Centre of Statistics Canada*.

Refugee entrepreneurs in Canada (with Yuwei Ye, PhD candidate at Toronto Metropolitan University), *quantitative data analysis supported by Canadian Research Data Centre Network and the Research Data Centre of Statistics Canada*.

PUBLISHED CASES

Sui Sui, Arthur Li, Paul W. Beamish, 2026. Northern Horizons Forestry: Tariff Shock. *Ivey Publishing*

CONFERENCE PRESENTATIONS

Li, L., Yildiz, E., Georgakakis, D., Greve, P., Beamish, P.W., (December 2025), European International Business Academy Conference, Athens, Greece.

Li, L., Ng, E., Goerzen, A., Chrysostome, E., (July 2025), Academy of International Business Conference, Louisville, the United States.

Li, L., Rickley, M., Hasse V., (August 2024), Academy of Management Conference, Chicago, the United States.

Lee, J.M., **Li, L.,** Schotter, A., Makino S., (August 2024), Academy of Management Conference, Chicago, the United States.

Li, L., Lee, J.M., Meyer, K., (July 2024), Academy of International Business Conference, Seoul, South Korea.

Li, L., Hasse V., Rickley, M., (August 2023), Academy of Management Conference, Boston, the United States.

Li, L., Lee, J.M., (July 2023), Academy of International Business Conference, Warsaw, Poland.

Li, L., Rickley, M., (August 2022), Academy of Management Conference, Seattle, the United States.

Li, L., Ng, E., (July 2022), Academy of International Business Conference, Miami, the United States.

Li, L., Hasse V., Rickley, M., (April 2022), Academy of International Business Conference, UK Chapter.

Li, L., Rickley, M., (November 2021), Academy of International Business Conference, Canada Chapter.

Li, L., Beamish P.W., Schotter, A., (August 2021), Academy of Management Conference.

Li, L., Beamish P.W., Schotter, A., (June 2021), 34th Annual Meeting of the Association of Japanese Business Studies.

Li, L., Beamish P.W., Schotter, A., (June 2021), Academy of International Business Conference.

Li, L., Schotter, A., (August 2020), Academy of Management Conference, Vancouver, Canada.

Li, L., Schotter, A., (July 2020), Academy of International Business Conference, Miami, the United States.

Li, L., Schotter, A., Beamish, P.W., (June 2019), Academy of International Business Conference, Copenhagen, Denmark.

Li, L., Schotter, A., (October 2018), iBegin Conference, Philadelphia.

TEACHING

Instructor (Since Fall 2022), “Introduction to Global Management”, Ted Rogers School of Management, Toronto Metropolitan University.

Instructor (Spring 2022), “International Business Strategy”, Henley Business School, University of Reading.

Instructor (Fall 2021), “Competing in and with China”, Ivey Master of Science in Management program.

Data Analysis Instructor for Professor Paul Beamish (Spring 2021), “International Joint Ventures”, Ivey Master of Science in Management program.

Instructor (Fall 2020), “Competing in and with China”, Ivey Master of Science in Management program.

Instructor (Spring 2020), “Competing in and with China”, Ivey Master of Science in Management program.

Teaching Assistant for Professor Klaus Meyer (Spring 2019), “Competing in and with China”, Ivey Master of Science in Management program.

ACADEMIC SERVICE

Track Co-Chair, EIBA Conference	December 2025
Research Talk at Shandong University (Online)	April 2025
Research Talk at Nanjing University (Online)	December 2024
Mentor, AIB-CIBER Doctoral Academy	Since 2024
Executive Board Member, AIB Canada Chapter	Since 2023
Invited Panelist, AOM Doctoral Consortium	August 2023
Invited Panelist, AIB Doctoral Consortium	July 2023
Member of PhD Candidacy Examination Committee, TRSM	Since July 2023
Reviewer for WSRA Program Competition	July 2023
Member of MScM Thesis Defense Examination Committee, TRSM	March 2023
Ad hoc Reviewer, Journal of Business Research	Since 2023
Ad hoc Reviewer, Multinational Business Review	Since 2023
Invited Panelist, AOM PDW (writing an award-winning dissertation)	August 2023
Session Chair, Upper Echelons, AIB UK Conference	April 2022
Session Chair, Subsidiary Management Issues, AOM IM Division	August 2021
Ad hoc Reviewer, Journal of International Management	Since 2021
Ad hoc Reviewer, Journal of World Business	Since 2020
Ad hoc Reviewer, Journal of International Business Studies	Since 2019
PhD Student Mentor, Ivey Business School	2018–2021
University Service: Vice President Finance, Ivey PhD Association	2017–2018

PROFESSIONAL EXPERIENCE

Elof Hansson International AB (China Subsidiary) Beijing, China
Managing Director 2012–2016

- leading the OECD sovereignty loan business and project consolidations
- developing business networks with stakeholders in China

Qingdao Honest International Trading Co., Ltd. Qingdao, China
General Manager & Co-Founder 2007–2011

- producing and exporting biomass-fired boilers and renewable energy pyrolysis systems
- managing the company's day-to-day operations

Haier Group, Overseas Administration Division Qingdao, China
Overseas Operation Manager 2005–2007

- analyzing the performance of Haier's foreign subsidiaries
- monitoring and facilitating the cross-cultural cooperation and communication

PROFESSIONAL DEVELOPMENT

CSOL Summer School (June 2024), Carnegie School of Organizational Learning

Flair Academic Practice Program EDMAP1 2022 (January-April 2022), University of Reading.

Mentoring session for researchers (September 2021), 34th Annual Meeting of the Association of Japanese Business Studies, Chuo University.

AIB Doctoral Consortium (June 2021), Academy of International Business Conference (Virtual Session).

JIBS PDW (May 2021), Antecedents and consequences of general manager successions in foreign subsidiaries: A mixed-methods approach.

International Business Masterclasses (March 2021), John H. Dunning Centre for International Business, Henley Business School, University of Reading.

CARMA consortium for the advancement of research methods and analysis (July 2017), Wayne State University.

ACADEMIC AWARDS & GRANTS

SSHRC Insight Development Grant (69925 C\$)	PI	2026
TRSM Outstanding Research Recognition Fund (2000 C\$)		2026
Best Reviewer Award (European International Business Academy)		2025
Best Reviewer Award (Academy of Management, IM Division)		2025
TRSM Matching Funds (1000 C\$)		2025
TRSM Research Recognition Award		2024-2025
Best Reviewer Award (Academy of Management, IM Division)		2025

“That’s interesting” Paper Award Finalist (Academy of International Business)	2025
TMU URO Grant (11725.7 C\$)	2025
TRSM Research Development Grant (7000 C\$) PI	2025
TRSM Research Development Grant (7000 C\$) Co-PI	2025
TRSM Outstanding Research Recognition Fund (2000 C\$)	2024
IB CEMS Elective Course Teaching Excellence Award	2024
TRSM Matching Funds (1000 C\$)	2023
TRSM Research Development Grant (7000 C\$)	2023
Yonsei University Research Grant (8240 C\$)	2023
Best Paper Award (Academy of Management, IM Division)	2023
HEA Associate Fellowship (AFHEA)	2022
D’Amore-McKim Best Dissertation Award (Academy of Management)	2022
Buckley and Casson Dissertation Award Finalist (Academy of International Business)	2022
Best Reviewer Award (Academy of International Business)	2022
Best Paper Award Finalist (Academy of Management, IM Division)	2021
Best Reviewer Award (Academy of Management, IM Division)	2021
Best Reviewer Award (Academy of Management, IM Division)	2020
Plan For Excellence PhD	2016–2020
Nasdaq QMX Scholarship (Grade 1)	2013
BiMBA Academic Excellence Award	2013

ACADEMIC AFFILIATIONS

- Academy of International Business
- Academy of Management
- Association of Japanese Business Studies
- Strategic Management Society
- “Peoples, Cultures, and Careers Research Cluster”, James Cook University, Singapore

LANGUAGE

- Chinese
- English
- German

NATIONALITY

- Canadian