

Xilan Zhang

<https://xilanzhang.com>

475 Via Ortega, Room 338, Stanford, CA 94305

Email: lxz@stanford.edu

EDUCATION

Stanford University

2024 – Present

Ph.D. in Management Science & Engineering

Ph.D. Minor in Computer Science

Fields: Organizations, Technology and Entrepreneurship

Tsinghua University

2019 – 2024

Bachelor's Degree in Economics and Finance

The University of Chicago

2022 – 2023

Visiting Student in Economics

RESEARCH INTERESTS

I study how entrepreneurs and creators learn, recognize opportunities, form strategy, and adapt to technological change—and how AI is reshaping these processes and who benefits from them. I pursue this in two ways: by designing and testing AI advisory tools in the field, and by studying how creators adapt when generative AI reshapes the market. I draw on field experiments and causal inference methods to advance theory on entrepreneurial and creative cognition while producing evidence that NGOs, platforms, and policymakers can act on.

ACADEMIC PUBLICATIONS

Zhang, C., Li, N., **Zhang, X.**, Deng, Y., & Yang, L. Time the Surge: Theorizing and Examining Team Pacing in Multiple Membership Contexts. Forthcoming at *Academy of Management Journal*. [doi:10.5465/amj.2024.0522](https://doi.org/10.5465/amj.2024.0522)

Eisenhardt, K. M., & **Zhang, X.** New Wine, Old Bottles? Effective Strategies of New GenAI Firms. Forthcoming at *Strategic Entrepreneurship Journal*. [doi:10.1002/sej.70056](https://doi.org/10.1002/sej.70056)

WORKING PAPERS

Mentorship and Opportunity Recognition Among Refugee Entrepreneurs [Title Edited for Review]

With Zahra Hejrati, Medhanie Gaim, & Charles Eesley, R&R at *Strategic Management Journal*

Turnover Acceleration in Network Communities [Title Edited for Review]

With Kris Mikel-Hong, Ning Li, & Jingzhou Pan, R&R at *Journal of Applied Psychology*

Framing Process for Stakeholder Activist Mobilization: A Field Experiment

With Ananya Sen & Charles Eesley, preparing for submission

Cohort Learning and Entrepreneurial Opportunity Discovery [Title Edited for Review]

With Mike Leatherbee & Charles Eesley, under review at *Journal of Business Venturing*

WORKS IN PROGRESS

Can AI Make Entrepreneurs Think Better? Designing AI Tools for Problem Formulation [Field pilot ongoing]

Does AI Democratize Creative Markets? Evidence from a Short-Video Platform [Data collection ongoing; Field experiment planned]

TALKS AND CONFERENCE PRESENTATIONS

Migration and Organization Conference (Wharton)	2026
UCLA Price Center Workshop	2026
Innovation Growth Lab Webinar	2025
Field Experiment in Strategy Conference (INSEAD/CFXS)	2025
45th Strategic Management Society Annual Conference, San Francisco, CA	2025
83rd Academy of Management Annual Meeting, Boston, MA	2023

GRANTS AND FELLOWSHIPS

Stanford Accelerator for Learning, AI in Teaching & Learning Seed Grant (\$50,000; w/ Eesley & Ashlagi)	2026
Stanford King Center Graduate Research Funding (\$8,000)	2026
Innovation Growth Lab Seed Grant Award (£5,000)	2026
SCP KU Fellowship, Stanford University	2026
The Mackenzie Family Fellowship, Stanford University	2025
Engineering Graduate Fellowship, Stanford University	2024

AWARDS AND HONORS

Best Reviewer Award, Entrepreneurship (ENT) Division, Academy of Management	2026
Nomination, Best PhD Student Paper (SMS Conference)	2025
Outstanding Undergraduate Thesis (5%), Tsinghua University	2024
Academic Excellence Scholarship, Tsinghua University	2021, 2022
Excellent Student Leadership Award, Tsinghua University	2022
Science and Innovation Scholarship, Tsinghua University	2021

TEACHING AND SERVICE

Mentor for:	2025 – Present
• Undergraduate Research Programs (9 Stanford undergraduate and coterminal students) • Undergraduate Visiting Research (UGVR) Program, Stanford University (1 visiting student) • Stanford–SJSU University Partnership Program (SJSU undergraduate students)	
Teaching Assistant for ENGR 145: Technology Entrepreneurship, Stanford University	2025
STR Division Ambassador, AOM Annual Meeting	2023
Vice President, Science and Technology Association of Students, Tsinghua University	2020 – 2022

RESEARCH POSITIONS

Research Professional for Prof. Emanuele Colonnelli and Prof. Tommaso Porzio, Chicago Booth	2022 – 2023
Research Assistant for Prof. Letian (LT) Zhang, Harvard Business School	2023
Research Assistant for Prof. Erica Jiang, USC Marshall	2022
Research Assistant for Anderson Behavioral Lab, UCLA	2022

NON-ACADEMIC EXPERIENCE

Zhipu AI (Z.ai)	2021
<i>Developed automatic email outreach pipeline based on knowledge graph and scholar recommendation systems</i>	

MISCELLANEOUS

- Reviewer for: *Annual Meeting of the Academy of Management*
- Programming: Python, JavaScript, R, Stata, MongoDB
- Languages: English, Mandarin
- Interests: Long-distance and trail running