

Lin (Elaine) Shi



Title: Assistant Professor

Faculty: School of Business

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Academic Qualification

2009-2014 Ph.D.: City University of Hong Kong, College of Business, Strategic Management

2005-2009 LL.B.: Peking University, School of International Studies, Diplomacy

Working Experience

2023-present Assistant Professor/ Macau University of Science and Technology

2020-2023 Assistant Professor/ Huaqiao University

2016-2020 Assistant Professor/ Macau University of Science and Technology

2015-2016 Research Associate/ Xi'an Jiaotong-Liverpool University

2014-2015 Macroeconomic Analyst/ Xiamen Xiangyu Co., Ltd

Teaching Activities

Strategic Management, Sociology, Public Relations: Theory and Practice, Management, etc.

Research Areas

Strategic Management, Organizational Development, Innovation

Selected Publications

Scholars Hub profile: <https://scholar.must.edu.mo/scholar/106004>

Shi, L. (2023). Exploring a market-like organizational system's performance by considering the efficiency/effectiveness trade-off in micro-level exchanges. *Management Decision*, 61(1), 269-289. <https://doi.org/10.1108/MD-09-2021-1227> (SSCI, 5-year IF: 5.9)

Shi, L., Mai, Y., & Wu, Y. J. (2022). Digital transformation: A bibliometric analysis. *Journal of Organizational and End User Computing*, 34(7), 1-20. (SSCI, 5-year IF: 3.1)

- Shi, L., & Yang, H.** (2021). Attention stability, strategic stability, and firm performance in hypercompetitive environments. *Academy of Management Annual Meeting Proceedings*, (1), 11350. (Best Paper of Strategic Management Division)
- Shi, L., Shi, G. C., & Qiu, H. G.** (2019). General review of intelligent agriculture development in China. *China Agricultural Economic Review*, 11(1), 39-51. <https://doi.org/10.1108/CAER-05-2017-0093> (SSCI, 5-year IF: 5.4)
- Shi, L.** (2017). Constraints on the way to intended change. *Proceedings of China Marketing International Conference*, 219-248. (CPCI)

Representative conference papers

- Shi & Martinsons** “A Quantum Approach to Planned Organizational Change: Constraints, Resources, and Temporary Results”, *Academy of Management Annual Meeting*, August 2023
- Shi & Yang** “Attention stability, strategic stability, and firm performance in hypercompetitive environments”, *Academy of Management Annual Meeting*, August 2021
- Shi & Jing** “Distinct momentum strategies of search and learning for organizational development”, *Academy of Management Annual Meeting*, August 2021
- Shi** “Capturing sustained growth from a bottom-up exchange process: A complex adaptive systems model”, *Strategic Management Society Annual Conference*, London, October 2020
- Shi**, “Constraints on the way to intended change”, *China Marketing International Conference*, Beijing, Jul 2017

Other Professional Qualifications and Activities

- Software development, strategic management system of organizational change and development V.1, V.2, 2024
- Software development, market trading system simulation V.1, 2021
- Session Chair/Moderator, AOM, 2021
- Workshop on "Teaching Methods", IACMR, 2020
- Shanghai Jiaotong University, Organizational Management, Visiting Scholar, 2019-2020
- CEIBS "Case Master Camp", 2018
- Reviewer of SSCI Journals and international academic conferences on management, 2018-present
- Session Chair, AAOM, 2012
- Exchange program, Danish Institute for Study Abroad (DIS), Denmark, 2007

Honors/Awards

- Outstanding Reviewer of Strategic Management, Academy of Management Annual Meeting, 2025
- Best Paper of Strategic Management, Academy of Management Annual Meeting, 2021
- First runner-up, the 7th City Literary Award (Hong Kong & Macao), 2012
- Certificate of merit in Teaching Students: First Steps, City University of Hong Kong, 2011

Postgraduate Scholarship, City University of Hong Kong, 2009-2013

Fei Xiaotong Scholarship, Peking University, 2008