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## Biographies

**Victor Zitian Chen** (PhD, Simon Fraser University) is an Assistant Professor of International Management at Belk College of Business, University of North Carolina at Charlotte. His research interests include institutional diversity and dynamics across societies, business strategy, and emerging markets.

**Sunny Li Sun** (PhD, University of Texas at Dallas) is an Associate Professor of entrepreneurship and innovation at the University of Massachusetts Lowell. His research interests include new venture creation, growth, and financing, business models, internationalization, M&A and corporate governance. He has published 34 peer-reviewed English research articles in journals such as *Strategic Management Journal*, *Journal of International Business Studies*, *Journal of Management Studies*, *Entrepreneurship Theory and Practice*, *Journal of World Business*, *Academy of Management Perspectives*, *Asia Pacific Journal of Management*, over 100 Chinese articles, 20 books and received Best Impact Award in *Academy of Management Perspectives* and *Emerald Citations of Excellence*. Experienced in the areas of raising capital, startup management and bootstrapping, He has over 11 years' industry experiences before entering academia.

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