

# Jan Tang CFA, PhD Student

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## RESEARCH INTERESTS

Institutional Theory, Institutional Logics, Regulatory Impact, Organization Change, Organization Learning, Emotions in Organization, Cultural Entrepreneurship

## EDUCATION & CERTIFICATION

- **PhD, Strategic Management & Organizations** | University of Alberta | 2024 (Expected)
- **CHARTERED FINANCIAL ANALYST (CFA)** | 2002
- **MBA** | University of Toronto, Rotman School of Management | Class of 2000
- **BACHELOR of Economics** | Guangdong University of Foreign Studies | Class of 1991

## RESEARCH ACTIVITIES & PROFESSIONAL SERVICE

- Doctoral Research: Creative Sentencing in Occupational Health & Safety | University of Alberta | 2019 –
- Ad hoc reviewer | Academy of Management (AoM) | 2020 -
- Organizing Committee Member | Business Student Research Conference | University of Alberta | 2019

## SCHOLARSHIPS & GRANTS

- Business PhD Graduate Fellowship | 2019 – 2023
- Dean's Honor Roll Scholarship | 1987 - 1990

## INDUSTRY EXPERIENCE

A dynamic business leader with 15 + years of success in leading people and transformation changes. Known for the passion for learning and growth, and a track record of developing and delivering creative solutions.

### **AVIVA CANADA, TORONTO (2004 – 2017)**

VP, Transformation Projects, Broker Distribution Division | 2014 - 2017

VP, Operation Effectiveness & National Broker Management | 2012 - 2014

VP, Finance, Broker Distribution Division (promoted from AVP level to VP in 2008) | 2006 – 2012

Senior Manager, Corporate Planning | 2004 – 2006

### **GENERAL MOTORS CANADA, OSHAWA (2000 – 2004)**

Sr. Financial Analyst, Management Trainee Program

### **KAIPU BROKERAGE, GUANGZHOU, P. R. CHINA (1994 – 1996)**

General Manager

### **PEOPLE'S INSURANCE COMPANY OF CHINA, GUANZHOU, P.R. CHINA (1992 – 1994)**

Deputy Department Head, Field Underwriter Department