Lecture Descriptions for Doing Business in China
Tsinghua University

- Management Education in China
- The Chinese Economy: Current Status and Challenges
- Managing Competition in China
- Human Resource in China
- Venture Capital in China
- Chinese Social Development
- Financial Market in China
- Legal Environment In China
Management Education in China

Lecture Description:

This seminar will cover three parts of management education in China: 1) a brief history of management education, 2) contemporary management education, 3) future trends. The second part will be the focus of the seminar. In this part an overview of contemporary management education will be mentioned first. Then a brief background introduction will follow, namely the rapid economic development in China. MBA program, EMBA program, faculty and research, supervising organization, accreditation, international collaboration, and characteristics of Chinese management education will be explored in depth. Finally the future trends of management education will be discussed.

Biography of Lecturer:

Professor ZHAO Chunjun, Former Dean of the School of Economics and Management and Professor of Management Science and Engineering at Tsinghua University, Beijing, P. R. China.

Professor ZHAO Chunjun is a leading expert in Management Science and management Education in China. He has been teaching at Tsinghua University since graduating from there in 1965, and he joined the faculty of the School of Economics and Management (SEM) in 1986. He served as the Deputy Dean from 1987 to 2001 when former Premier Zhu Rongji was the Dean of the School and became the Dean of the School in June 2001.

Professor ZHAO was the Research Scholar in International Institute for Applied Systems Analysis (IIASA) in Austria (1984-1986) and was the Fulbright Scholar at the MIT Sloan School and the Wharton School of University of Pennsylvania (1995-1996).

Professor ZHAO serves in the following positions: the First Vice Chairman of the National MBA Education Supervisory Committee of China; Head of the Disciplines Evaluation Panel for Business Administration, Academic Degrees Committee of State Council; Vice President and President-Elect of the Association of Asia Pacific Business Schools; Vice Chairman of China Academy of Management; Deputy Director of the Board of Systems Engineering Society of China; Vice Chairman of Chinese Enterprises Studies Society; Vice Chairman of China Quality Control Association; Member of the Supervisory Committee of National Natural Science Foundation of China; and, Honorary Professor of The Chinese University of Hong Kong.
The Chinese Economy:  Current Status and Challenges

Lecture Description:

This part of the module serves two purposes:  1) To sharpen our understanding and perception of today’s Chinese economy and therefore to be better prepared for doing business in China;  2) To form educated predictions of major changes in the Chinese economy and society in the future and thus to be better positioned for success in doing business in China.  Towards the first goal, we will discuss six fundamental features of the Chinese economy, in comparison with other economies.  For the second, we analyze a number of most significant challenges facing today’s Chinese leadership and possible ways for them to tackle the challenges.

Biography of Lecturer:

David Daokui Li is currently Mansfield Freeman Chair Professor of economics, Changjiang Reward Program Professor of China’s Ministry of Education, and the director of Center for China in the World Economy (CCWE) at the School of Economics and Management of Tsinghua University.

Before joining Tsinghua, he had been on the faculty of Hong Kong University of Science and Technology (1999-2004) and the University of Michigan (1992-1999).  From 1997 to 1998, he was a National Fellow of Hoover Institution at Stanford University.

His research areas include economic development, the Chinese economy, applied economic theory, corporate finance, and international economics.  His research on the Chinese economy covers China’s state enterprise reform, property rights arrangements of non-state enterprises, reform of government agencies, and China’s banking sector reform.

From 2001 to 2002, David Li was the president of the Chinese Economists Society (CES), which is an association of overseas Chinese economists based in North America.  From 2000 to 2003, he was on the editorial board of Journal of Comparative Economics.  He is currently on the editorial board of China Economic Review.  He is also a research fellow of the Center for Economic Policy Research (CEPR) based in Europe, the William Davidson Institute at the University of Michigan.  He is currently a member of the executive committee of the Association for Comparative Economic Studies (ACES).

Professor Li holds a Ph.D. in economics from Harvard University and a B.E. from the School of Economics and Management of Tsinghua University, where he returned and assumed the current position in July 2004.
Managing Competition in China

Lecture Description:

Unique characteristics of the business environment and some guiding principles for doing business in China
  ■ Examine the Unique characteristics of the business environment
  ■ Discuss the theories of competitive advantage
  ■ Develop guiding principles for managing competition in China
  ■ Apply the guiding principles and strategies

Competition strategy: Cases and studies
  ■ Expand in China I: Lessens and effective strategies: Multinational enterprises (MNE) from developed countries
  ■ Expand in China II: Lessens and effective strategies: Multinational enterprises (MNE) from developing countries
  ■ Competing with the giants: In the era of globalization, Do MNEs enjoy all the advantages? What are the two key factors to think about in formulating a firm’s competitive strategies against MNEs?

Other interesting issues
  ■ Protection of intellectual property rights
  ■ Forming long-term partnerships with local firms

Biography of Lecturer:

Dr. Gao, Xudong is associate professor at the School of Economics and Management, Tsinghua University.

Education:
  ■ MIT Sloan School of Management (1997-2003), Ph.D. in Management
  ■ Renmin University of China (1988-1991), M.A. in Industrial Economics

Work Experience:
  ■ 2003.8—: Tsinghua University
  ■ 1991.7—1997.7: Institute of Industrial Economics, Chinese Academy of Social Sciences

Research Interests:
  ■ Competitive strategy
  ■ Technology Strategy
  ■ Management of Technological Innovation

Teaching Interests:
  ■ Strategic Management
Human Resource in China

Lecture Description:

The seminar describes the most important influential factor shaping the basic features of human resource in Chinese labor market, namely the over-westernize value change, the family plan policy and the booming of education system reform. Following the above, the usual way of HRM of Chinese companies has been introduced to the international students function by function, such as recruitment, performance evaluation, reward system, training and development. Last but not least, the implication of these discussions to the international companies has been provided.

Biography of Lecturer:

Wang Xueli, Associate Professor, Department of Human Resources and Organizational Behavior

Expertise:
Organizational Change, Human Resource Management, Corporate Culture and Management

Courses Taught:
Organizational Behavior,
Human Resource Management (including Strategic Human Resource Management),
Negotiation and Conflict Management,
Management

Education:
Harbin Institute of Technology (HIT), BS, 1993, Foreign trade;
HIT, MS, 1996, Finance;
Macau University, MBA, 1996;
Tsinghua University, PhD, 2003, Management
Venture Capital in China

Lecture Description:

Nurturing Early Stage Investment Climate in China – the practice and experience in Tsinghua Science Park

By using the case study on incubator and venture capital in Tsinghua Science Park, the seminar will address the following issues:

- An overview of China early stage VC investment and the landscape of China hi-tech entrepreneur community;
- Opportunities in China for venture capitalists
- Advantages and disadvantages of doing VC business in China
- Differences of doing VC business between China and US or other countries?
- Successful experience of Silicon Valley in technology innovation and entrepreneurship
- Future expectation for China’s entrepreneurs

Biography of Lecturer:

Mr. Jeromy XUE

Jun (Jeromy) XUE, is Managing Director of Tsinghua Science Park Venture Capital, and board member of Tsinghua Business Incubator.

1990 Researcher in China State Information Center; 1991-1993, Account Manager in IBM (China); 1994, President in An-Tai Corporation in Silicon Valley; 2000, COO in iBC Technology, Inc. iBC is a software company that provides e-business infrastructure solution on SCM and CRM for enterprise customers.

Mr. Xue holds several board member positions of THSP VC portfolio hi-tech companies, such as Koretide (embedded OS software), Agate Logic (Semiconductor and IC design), China Mobile Express (Mobile data service), Gig Device Semiconductors, Inc., etc.

Mr. Xue involves a lot of social commitments, activities and organizations. He serves as Secretary-general of Tsinghua Entrepreneur and Executive Club (TEEC), Member of WEF (World Economic Forum) working group “Nurturing Early Stage Investment Climate in China», Executive Member of AAMA (Asia America Multi-technology Association) China Chapter Committee, Member of Advisory Committee of Korea Electronics Technology Institute (KETI), etc.
Mr. Xue holds a M.S. of Industrial and Systems Engineering from School of Engineering of San Jose State University, a M. Eng. in Management Engineering from School of Economics and Management of Tsinghua University, and a B.Eng. in Management Information Systems (MIS) from Tsinghua University.

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Chinese Social Development

**Lecture Description:**

Chinese society has experienced great social changes since the middle of last century when Mao Zedong came into power. Mr. Deng Xiaoping launched economic reforms in 1980s and 1990s and his successors, President Jiang Zemin and President Hu Jintao continued the reform policy. These reforms have brought about enormous social change as the China's economy becomes increasingly market-oriented. The social structure, social group and social stratification of contemporary China are quite different from the traditional Chinese society and from before the liberalizing reforms. This course studies both the economic reform and its impact on social structure and social stratification. There are five major social groups in China: peasants, workers, intellectuals (college students and professional staffs), cadres and private enterprise owners. This course surveys the structure, status, characters, daily life and changes of all these social groups. Meanwhile, it surveys the history, population, family life, and culture of China from a global perspective.

**Biography of Lecturer**

LI QIANG (Family name: LI; Given name: QIANG)

**Education:**

University of Bristol, U.K., 1990-1991, Visiting Scholar (Sino-British Friendship Scheme),

**Professional Work Experiences:**

2003– Present, Dean, School of Humanities and Social Sciences, Tsinghua University.
1999–Present, Professor and Chair of Department of Sociology, Tsinghua University
1993 - 1999, Professor and Dean of Department of Sociology, People's University of China.
1991- 1999, the Executive of Social Research Centre, People's University of China.
1995 - Present, Advisor of National Trade Union of China.
1995 - Present, Advisor of Civil Ministry of P. R. China.
1994- Present Deputy Director of Chinese Investment Environmental Association
1991-1999, Managing Director of Sociological Association of China
1988-1992, Associate Professor, Department of Sociology, People's University of China.
1985-1988, Lecturer, Department of Sociology, People's University of China.

**Honors and Awards:**

**Financial Market in China**

**Lecture Description:**

China's gradual approach to economic reform appears to offer critical advantages compared to the much more rapid economic transitions initiated in early 1990s, in several Eastern European countries and in parts of the former Soviet Union. Due to this reform strategy, public sector deficit, bad loan problem of state owned banks, problems of the stock market, and problems of the listed companies are closely intertwined in China. Different restructuring strategies of SOEs in China before SIP reflect government's choice to take the reforming burden either by government then or let other parties take the burden for the time being. This is the key - to understanding this gradual reform approach and different restructuring strategies - for anyone studying and/or analyzing the stock market and listed companies of China. The existing literature on Share Issue Privatization (SIP) (including studies of China) mainly focuses on comparing the performance of companies before and after SIP and do not pay enough attention to different reform strategies of SOEs. We extend this literature by examining the impacts of different restructuring strategies on the performance of Chinese listed companies before and after they were listed. This extension highlights some essential features of China, especially its gradual economic reform strategy. Besides academic contributions it has generate some important policy implications as well. Some other issues, such as M&A in China, regulatory framework of financial market in China will also be addressed.

**Biography of Lecturer:**

Jia He currently is a professor at Chinese University of Hong Kong. He has served as an independent director for several companies in mainland and Hong Kong. He was appointed as a commissioner to Strategy & Development Committee, China Securities Regulatory Commission (CSRC), and the head of research department of Shenzhen Stock Exchange. He was a tenured faculty member at University of Houston. He has published many papers in leading academic journals, such as *European Finance Review, Journal of Business, Journal of Finance, Journal of Business and Economic Statistics, Journal of International Business Studies, and Journal of International Money and Finance*. He got his Ph.D. in Finance from the Wharton School, University of Pennsylvania.
Legal Environment In China

Lecture Description:

In order to meet the challenges posed by the opening of the Chinese economy and rapidly increasing foreign investment, the lecturer will highlight and explain the latest developments and clarify the important legal issues currently confronting foreign investors in China. Focusing on practical issues regularly encountered by foreign-invested enterprises in China, the lecturer will address topics including:

- Overview of Legal Environment for Employment
- Critical Changes as a Result of the Draft PRC Employment Contract Law
- Common Mistakes with Employment Contract and Wage Payment
- Hiring of Foreign Nationals
- Enforceability of Non-compete Agreements
- Common Termination Mistakes (Case Studies)
- Role of Trade Unions
- Labor Dispute Resolution (Case Studies).

Isabelle, by way of a case study, will illustrate how some of the difficult employment-related issues commonly encountered by foreign investors can arise and how such issues can be avoided or handled in an effective manner.

Biography of Lecturer:

Isabelle Wan, Leader of Employment Practice, TransAsia Lawyers

Isabelle is a graduate of the Peking University School of Law (LL.M with High Distinction; LL.D candidate in Intellectual Property Law), and has 15 years’ experience advising clients on direct investments in China.

Isabelle is the first non-PRC national to serve as a Director of the China Labor Law Studies Association, following her nomination by the PRC Ministry of Labor and Social Security (MOLSS) in 1997. In February 2006, she was invited by the
All-China Federation of Trade Unions to assist with the drafting of the Draft PRC Employment Contract Law. In April 2004, Isabelle participated in discussions on the draft of the Electronic Signature Law of the People's Republic of China (effective as of 1 April 2005) and was invited in discussions on the draft of the Rules for the Construction and Promotion of Informatization of Beijing Municipality and Measures for the Administration of Exchanges of Information Among Governmental Agencies of Beijing Municipality (Trial). In June 2004, Isabelle was appointed Deputy-Director of the China E-Commerce Association Legal Committee.

Isabelle was the founding author of China Labor and Social Security Law – Essential Facts Explained (CCH 1998) and China Employee Wages – Statistics and Analysis (CCH 2001), both of which were jointly authored with the MOLSS.