

Curriculum Vitae – Daniel Haiming Chang

Candidate for Professor of Practice, Rady School of Management, UC San Diego (UCSD)

Executive Summary

With savings of \$30,000, Chang founded AEM in 1986, which began operations in 1988. Over the next 35 years, AEM grew into a multi-hundred-million-dollar global high-tech manufacturing leader, serving most of the world's top brands. His entrepreneurial achievements not only brought extensive recognition from leading international media such as CNN, CCTV, People's Daily, and the San Diego Union-Tribune (which honored him as a "High-Tech Hero"), but also earned national commendation—including three recognitions among America's fastest-growing private companies and personal acknowledgement from President Bill Clinton.

Education

University of Southern California (USC)

M.S., Materials Science | 1982 – 1985

- Entered USC in 1982 as a Ph.D. candidate; passed the Ph.D. Screening Examination (written) in 1984.
- Completed M.S. requirements in 1985; degree officially conferred in 1995.
- Advisor: Professor F. A. Kroger (defect chemistry & solid-state materials).

South China University of Technology (华南理工大学)

M.S., Ceramic Engineering | 1978 – 1981

- Admitted via China's first nationwide graduate entrance exam (1978); selected **one of only three nationwide** in Inorganic Non-Metallic Materials (Top-3 in China).
- From June 1980 to January 1981, conducted advanced study and research at **Tsinghua University (Beijing)** and the **National Building Materials Research Institute**, under the supervision of **Academician Wu Zhongwei (吴中伟学部委员)**.
- Advisors at SCUT: Prof. 杨家智 (Yang Jiazhi) & Prof. 王天□ (Wang Tianzhi).

South China University of Technology (华南理工大学)

B.S., Chemical Engineering | 1972 – 1976

- Athletics: Soccer Team (Goalkeeper, No. 2; Guangdong Intercollegiate Champions 1974–1975); 110m intermediate hurdles champion in 1973, and high hurdle medalist (2nd in 1975; 3rd in 1973 & 1974).

Professional Experience

Founder, Owner, Formal Chairman & Current Director | AEM, Inc. (High-Tech Manufacturing Company)

San Diego, CA | Founded 1986; Operations 1988 – 2021 (Acquired by Private Equity)

- Founded, owned, and led AEM, Inc. into a global market leader in high-reliability fuses and protective

components.

- Achieved ~10,000× enterprise value growth: from ~\$30,000 initial registered capital to a multi-hundred-million-dollar exit (exact amount under NDA).
- Developed High-Reliability Fuses & Protective Devices, and TWM technologies; captured major share in global aerospace & defense markets.
- Supplied every major aerospace and defense contractor in the United States and allied nations (including Japan, Korea, Taiwan, and major European countries) until the enactment of ITAR in 1999, which prohibited further exports of aerospace and defense products to China.
- Guided the 2021 sale to private equity and continued service as Director.

Founder, Owner, Formal Chairman & Current Director | AEM Components Co., Ltd. (High-Tech Manufacturing Company)

Suzhou, China | 2001 – 2021 (Acquired by Private Equity)

- Established the consumer & automotive division of AEM focused on chip fuses and safety components.
- Built five proprietary chip-fuse technology platforms; achieved 30%+ global market share in consumer electronics & EV/automotive sectors.
- Strategic supplier to: Apple, Cisco, Sony, Dyson, Samsung, LG, BYD; and automakers including GM, Ford, Chrysler, Mercedes-Benz, BMW, Porsche, etc.
- Drove adoption of reliable fuse technologies across EV platforms worldwide.

Corporate & Technical Management Team (6 Members) & Senior R&D Engineer | Kyocera International, Inc.

San Diego, CA | 11/ 1985 – 12/1987

- Promoted from Senior Engineer to become one of six members of the Corporate & Technical Management Team.
- As part of this six-person leadership team, worked directly with Dr. Kazuo Inamori (稲盛和夫), supporting strategic management and execution.
- Helped design competitive strategy in multi-layer IC packaging, enabling Kyocera to win key market positions against major U.S. rivals.
- Conducted feasibility and due diligence for potential AVX Corporation M&A.
- Was considered for appointment as General Manager of a new Vancouver, WA facility, but remained based in San Diego throughout.

Group Leader | North American Philips Corp. → Philips Components Central Lab

Los Angeles, CA | 05/1984 – 10/1985

- Drove BME-MLCC TC-series into mass production by solving the critical process errors; met the automotive specifications.
- Recognized by Ceramic Industry Magazine as a milestone invention for the American ceramic/electronics field.
- First exposure to automotive industry standards—foundation for later leadership in EV/automotive safety components.

Early Career | Guangzhou Cement Plant & Zhujiang (Pearl River) Cement Group

Guangzhou, China | 1970 – 1972; 1976-1978; Consultant in 1997

- Entered as apprentice at age 17; completed a 3-year program in ~1.5 years; promoted to Master Technician and Section (Team) Leader.
- Advanced to Assistant Engineer → Assistant Chief Engineer → Vice General Manager (Deputy Plant Director), leading a 3,500-person integrated plant & mining operation.
- In 1997, served as consultant to Guangzhou (Yuexiu Group) to restructure Guangzhou Cement Plant and Zhujiang Cement Plant; led consolidation forming Zhujiang Cement Group, which became China's #2 cement group at its peak.
- Contributed to Guangzhou's establishment of automobile and battery industry bases.

Entrepreneurial Leadership & Mentorship

- Founded AEM, Inc. (aerospace/defense focus) and AEM Components Co., Ltd. (commercial/automotive focus), both became joint market leaders.
- Executed two acquisitions in the U.S.; as AEM Chairman, oversaw two additional acquisitions, strengthening global position.
- Co-founded the U.S.-China Entrepreneurs Association (UCEA); enabled 100+ startups, dozens successful.
- Mentored ventures in San Diego and Suzhou; guided UCSD faculty and student startups.
- Member, Science & Technology Commission, City of San Diego.
- Chair, "China Manufacturing Roundtable," TechAmerica + World Trade Center.
- Represented California in signing bilateral cooperation agreements with four cities in southern China.

Key Technical Contributions

- 1) BME-MLCC (Base-Metal Electrode Multilayer Ceramic Capacitors, TC-series)
 - Commercialized at Philips; overcame few key failures; achieved automotive-grade compliance; cited as milestone.
- 2) Via Formation Process (“埋点穿线工艺”) for Multilayer Ceramic Components
 - Transferred to China Southern Glass Co., Ltd; widely adopted; enabled 10+ companies to scale, several multi-billion valuations.
- 3) Solid Matrix Chip Fuse
 - Replaced Edison-style fuse-in-air with compact, reliable solid-matrix; used by global brands; 60%+ global market share in its class.

Philanthropy & Family Foundation

- South China University of Technology — Haili Cultural & Sports Center
- University of Southern California (USC) — Chang Stem Cell Engineering Facility
- University of San Diego (USD) — Chang Innovation Lab
- San Diego State University (SDSU) — Chang, Cai Li & Haiming Center of Electric Transportation

Guest lectures, mentorship, entrepreneurial support to USCD, UCLA, USC, SCUT and more. Additional contributions include broad community, education, cultural, and welfare initiatives across the U.S. and China.

Social Engagement & Impact

- Co-founder, U.S.-China Entrepreneurs Association (UCEA); 100+ startups fostered.
- Mentored entrepreneurial communities in San Diego and Suzhou; guided UCSD faculty and students.
- Government & Industry: San Diego Science & Technology Commission member; Chair, China Manufacturing Roundtable.
- Academic & Alumni: SCUT Education Development Foundation Honorary Chairman; Overseas Alumni Association VP & Advisor; SCUT Alumni Friendship Association President; SCUT Southern California Alumni Association President; Honorary President of SCUT Alumni (Silicon Valley & Suzhou); USC Ambassador.

Honors & Recognition (Selected, Reverse Chronological)

- 2021 – Outstanding Technology Business Leadership Award, Association of Chinese Scientists and Engineers, USA (ACSE).
- 2013 – Honorary Citizen of Suzhou.
- 2011 – Entrepreneurship Mentor, AAMA & Suzhou Industrial Park.
- 2010 – “Most Honorable Citizen,” Suzhou Industrial Park.
- 2009 – “15 Years, 15 People” honoree, Suzhou Industrial Park.
- 2007 – Overseas Special Delegate, Chinese People’s Political Consultative Conference (CPPCC).
- 2005 – Outstanding Entrepreneurship Award, State Council of China.
- 2004 – Outstanding Private Entrepreneur Award, Suzhou Government.
- 2000 – “Century’s Light – Talent Award,” People’s Daily.
- 1998 – Commendation, Chinese American Scientific & Engineering Association (San Diego).
- 1997 – “Achievement and Service to the Nation,” Chinese Consulate General, Los Angeles.
- 1995 – “Outlook Award,” Chinese Government.
- 1995 – Nominee, San Diego High-Tech Entrepreneur of the Year.
- Led AEM three times to recognition among America’s fastest-growing private companies; received commendation from President Bill Clinton.