

# **YASEMIN Y. KOR**

## **Curriculum Vitae**

**October 2015**

### **EDUCATION**

**Ph.D.**      **University of Illinois at Urbana-Champaign, 2001**  
Major Concentration: Business Policy/Strategic Management  
Minor Concentration: Organization Theory

Dissertation: Resource Deployment Strategies Following Initial Public Offering:  
Connecting Resource-Based, Upper-Echelons, and Agency Perspectives

Committee: Professor Joseph T. Mahoney (Chairperson), Professor Nile Hatch,  
Professor Huseyin Leblebici, and Professor Ravi Madhavan

**M.B.A.**      **University of Illinois at Urbana-Champaign, 1996**  
Honors: Academic Excellence Award

**B.S.**      **Orta Dogu Teknik Universitesi, Ankara, Turkey, 1992**  
Major in Business Administration

### **ACADEMIC WORK EXPERIENCE**

#### **University of Cambridge, Judge Business School**

Beckwith Professor of Management Studies – 2015 - present  
Professor – 2015 - present

#### **University of South Carolina, Darla Moore School of Business**

Darla Moore Research Fellow – 2014 - 2015  
Associate Professor – 2007 – 2015 (tenured in 2010)

#### **University of Delaware, Alfred Lerner College of Business and Economics**

Associate Professor – 2007 (promoted with tenure)  
Assistant Professor – 2001 - 2007

#### **University of Illinois (UIUC)**

Instructor, 1999-2000; Graduate Research Assistant, 1996-1999

## **ACADEMIC HONORS AND AWARDS**

**Beckwith Professor of Management Studies**, University of Cambridge, 2015

**Darla Moore Research Fellow**, 2014 - 2015

**Elected Research Committee Member**, Academy of Management, Business Policy and Strategy Division – Selecting BPS Dissertation Competition winners, 2014 - present

**U.S. Fulbright Research Scholar**, 2013-2014

**Associate Editor**, Journal of Management, 2009-2011 (was invited for a second term)

**Elected Representative At Large**, 2009-2011, Strategic Management Society -- Corporate Strategy Interest Group

**Outstanding Reviewer Award**, 2007, Academy of Management, BPS Division

**Outstanding Reviewer Award**, 2004, Academy of Management, BPS Division

**Outstanding Reviewer Award**, 1999, Academy of Management, BPS Division

**Outstanding Reviewer Award**, 1999, Midwest Academy of Management

**Best Graduate Student Paper Award**, 1999, Midwest Academy of Management

**Academic Excellence Award**, Master of Business Administration, University of Illinois, 1996.

## **ACADEMIC GRANTS AND FELLOWSHIPS**

NESsT – GSBI Talent Project Research Grant, 2015

University of South Carolina Darla Moore School Research Grant, 2012-2013; 2008-2009

University of Delaware College of Business & Economics Research Grant, 2004, 2006

University of Delaware General Research Grant, 2003

University of Delaware Summer Research Grant, 2001-2002

University of Illinois Campus Research Grant (with Joe Mahoney), 1999-2000

FMC Educational Fund Fellowship – University of Illinois, 1998-2000

University of Illinois Fellowship, 1996-1998

University of Illinois MBA Management Leadership Grant, 1995-1996

## **RESEARCH INTERESTS:**

My research focuses on the intersections of the following three topics. I list some of the research questions that fascinate me in these research domains.

### **Managerial Competencies and Executive Human and Social Capital:**

- What makes managers and executive teams competent?  
What are different types of general and specialized managerial human and social capital and how do they matter?
- How do the CEO's and the executives' human and social capital shape a firm's strategic path and dominant logic?
- How does CEO succession affect the human and social capital profile of the senior executive team?
- How do firms cope globally with the managerial talent development issues as they expand into new terrains?

### **Corporate Governance Effectiveness, Board Capital, and Ownership Structure:**

- What constitutes effective board governance and board capital?
- What are key complementarities in CEO and board human/social capital combinations?
- What are some of the tensions between board independence and board competence, and how can they be managed?
- How do a firm's board governance and ownership structures impact its CEO and executive succession, strategic choices, and value creation?
- How does the country context shape board structure, functioning, and effectiveness?

### **Strategic Renewal, Innovation, and Entrepreneurship:**

- In building a firm's set of competencies (internally or via acquisitions), what are key complementarities and toxic combinations of resource commitments and managerial assumptions?
- What are key path dependencies and dynamic adjustment costs that drive a firm's dominant logic and shape the efforts to modify its strategy?
- What are tensions and interactions among a firm's internal fit, external fit, and evolutionary fit?

### **Research context:**

I enjoy doing research on both large corporations and entrepreneurial firms operating in the U.S. and global markets. I have done industry-focused research on firms in food industry (conventional and organic food), medical devices and biotechnology industries, transportation (railroad) industry, professional service firms (law firms), and international social ventures.

## **PUBLICATIONS**

### **Refereed Publications:**

Mahoney, J.T. and Kor Y.Y. (2015). Combining Capability and Governance Perspectives to Advance Human Capital Research. Academy of Management Perspectives, 29(3): 296-308.

Sundaramurthy, C., Pukthuanthong, K., and Kor, Y. Y. (2014). Positive and Negative Synergies Between the CEO's and the Corporate Board's Human and Social Capital: A Study of Biotechnology IPOs. Strategic Management Journal, 35(6): 845-868.

- Listed on *SSRN's Top Ten Download Lists* for the following categories: Board of Directors, CEOs and Executives, Governance and Organization, Initial public offerings

Kor, Y. Y. and Mesko, A. (2013). Dynamic Managerial Capabilities: Configuration and Orchestration of the Top Executives' Capabilities and the Firm's Dominant Logic. Strategic Management Journal, 34(2): 233-244.

Harris, D. and Kor, Y. Y. (2013). Role of Human Capital in Scaling Social Entrepreneurship. Journal of Management for Global Sustainability, 163-172.

Kor, Y. Y. and Sundaramurthy, C. (2009). Experience-Based Human Capital and Social Capital of Outside Directors. Journal of Management, 35(4): 981-1006.

Pettus, M. L., Kor, Y. Y., and Mahoney, J. T. (2009). Sequencing Dynamic Capabilities Within Turbulent Environments. International Journal of Strategic Change Management, 1(3): 186-212.

Kor, Y. Y. and Misangyi, V. (2008). Outside Director's Industry-Specific Experience and Firms' Liability of Newness. Strategic Management Journal, 29(12): 1345-1355.

Kor, Y. Y., Mahoney, J. T., and Watson, S. (2008). The Effects of Demand, Competitive, and Technological Uncertainty on Board Monitoring and Institutional Ownership of IPO Firms. Journal of Management and Governance, 12(3): 239-259.

Foss, N. J., Klein, P. G., Kor, Y. Y., and Mahoney, J. T. (2008). Entrepreneurship, Subjectivism, and the Resource-Based View: Towards a New Synthesis. Strategic Entrepreneurship Journal, 2(1): 73-94.

- Listed on *SSRN's Top Ten download list* for Entrepreneurship (General) category (2007)

Kor, Y. Y., Mahoney, J. T., and Michael, S. (2007). Resources, Capabilities, and Entrepreneurial Perceptions. Journal of Management Studies, 44(7): 1185-1210.

Kor, Y. Y. (2006). Direct and Interaction Effects of Top Management Team Attributes and Corporate Governance on R&D Investment Strategy. Strategic Management Journal, 27(11): 1081-1099.

Kor Y. Y. and Leblebici, H. (2005). How Do Interdependencies among Human-Capital Deployment, Development, and Diversification Strategies Affect Firms' Financial Performance? Strategic Management Journal, 26(10): 967-985.

Kor, Y. Y. and Mahoney, J. T. (2005). How Dynamics, Management, and Governance of Resource Deployments Influence Firm-Level Performance. Strategic Management Journal, 26(5): 489-496.

Kor, Y. Y. and Mahoney, J. T. (2004). Edith Penrose's (1959) Contributions to the Resource-Based View of Strategic Management. Journal of Management Studies, 41(1): 183-191.

- Listed among Journal of Management Studies Top 10 Accessed Articles (2006)
- Listed among Journal of Management Studies Top 20 Accessed Articles (2007)
- Translated to French and republished in Les Grands Auteurs en Economie des Organisations (2008) [Great Authors in Economic Organization], edited by Didier Chabaud, Jean-Michel Glachant, Claude Parthenay & Yannick Perez.

Kor, Y. Y. (2003). Experience-Based Top Management Team Competence and Sustained Growth. Organization Science, 14(6): 707-719.

- Reprinted in Entrepreneurship and Leadership (2013), edited by Donald Kuratko and Michael Morris.

Kor, Y. Y. and Mahoney, J. T. (2000). Penrose's Resource-Based Approach: The Process and Product of Research Creativity. Journal of Management Studies, 37(1): 109-139.

### **Essay Contributions:**

Kor, Y. Y. (2013). Isolating Mechanisms. Essay contribution to Palgrave Dictionary of Strategic Management. Northampton, MA: Edward Elgar Publishing, Inc. Edited by David Teece and Mie Augier.

### **Refereed Proceedings:**

Pettus, M. L., Kor, Y. Y., Mahoney, J. T., and Michael, S. (2010). "Stepping stones to sustainable firm growth: Evidence from the U.S. railroad industry." *Best Paper Proceedings of Academy of Management Meeting*, Montreal, Canada.

Kor, Y. Y. (1999). Generating and sustaining rents in professional service firms through firm-specific human capital. *Proceedings of the Midwest Academy of Management Conference in Lincoln, NE.*

### **Book Reviews:**

Kor, Y. Y. and J. T. Mahoney (2003). The Growth of the Firm: The Legacy of Edith Penrose, edited by C. Pitelis, (Book Review), Academy of Management Review, 28(1): 160-163.

Kor, Y. Y. (2001). The Entrepreneurial Mindset: Strategies for Continuously Creating Opportunity in an Age of Uncertainty, by R.G. McGrath and I. MacMillan, (Book Review), Academy of Management Review, 26(3): 457-459.

## **EDITORIAL BOARDS**

<b><u>Associate Editor:</u></b>	<u>JOURNAL OF MANAGEMENT</u>	2009 - 2011
<b><u>Editorial Boards:</u></b>	<u>STRATEGIC MANAGEMENT JOURNAL</u>	2007 - present
	<u>JOURNAL OF MANAGEMENT STUDIES</u>	2006 - present
	<u>INTERNATIONAL JOURNAL OF STRATEGIC CHANGE MANAGEMENT</u>	2006 - present
	<u>STRATEGIC ORGANIZATION</u>	2013 - present
	<u>JOURNAL OF MANAGEMENT</u>	2008 - 2009; 2011 - 2012

## **Conference Manuscript Reviews:**

Reviewer for Strategic Management Society Annual Conference, 2009-present  
 Reviewer for Academy of Management Meetings, BPS Division, 1998-2010  
 Reviewer for Midwest Academy of Management, Strategy-Ent. Division 1998-1999  
 Reviewer for Southern Management Association, Entrepreneurship Division, 1999

## **Ad hoc Journal Reviews:**

Reviewer for Academy of Management Journal, 2004-present  
 Reviewer for Academy of Management Perspectives, 2014-present  
 Reviewer for Academy of Management Review, 2004-present  
 Reviewer for Corporate Governance: An International Review, 2005-present  
 Reviewer for Human Resource Management, 2008-present  
 Reviewer for Journal of Management, 2001-2009; 2011-present  
 Reviewer for Journal of Managerial Issues, 2000-present  
 Reviewer for Journal of Management Studies, 2001-present  
 Reviewer for Management Research Journal (Turkey), 2010-present  
 Reviewer for Management Science, 2011-present  
 Reviewer for Strategic Management Journal, 2006-present  
 Reviewer for Oxford Research Review, 2015-present  
 Reviewer for Organization Science, 2005-present  
 Reviewer for Organization Studies, 2008-present  
 Reviewer for Small Business Economics, 2007-present

### **Grant Reviews:**

Reviewer for National Science Foundation, 2006-present  
Reviewer for Israel Science Foundation, 2006- present  
Reviewer for Flanders (Belgium) Research Foundation, 2012-present

### **Other:**

UIUC Business Administration Graduate Student Advisory Council, 1997-1998, 1999-2000

### **INVITED RESEARCH SEMINARS AND PRESENTATIONS**

The Role of Board Leadership Structure in Enhancing the Value of Board's Human and Social Capital. Presented at Strategy Research seminar at Judge Business School, University of Cambridge, March, 2015.

Positive and Negative Synergies between the CEO's and the Corporate Board's Human and Social Capital: A Study of Biotechnology IPOs.  
Presented at Strategy Research Seminars during my Fulbright Research Scholarship and sabbatical 2013-2014:

- University of Kansas, May 2013
- Bocconi University, October 2013
- Bilkent University, November; 2013
- Orta Dogu Teknik Universitesi, December 2013
- Sabanci University, December 2013
- Istanbul Sehir University, December 2013
- Portland State University, March 2014
- University of Oregon, March 2014
- University of Texas Arlington, April 2014

Associate Editor Panel – Scholarly Research Development and Publishing – Invited panel speaker, Moore School of Business, University of South Carolina, May, 2012.

Developing Your Research Network—Invited panel speaker at Atlanta Competitive Advantage Conference, May, 2012.

Dynamic Managerial Capabilities: Configuration and Orchestration of the Top Management Team Resources. Presented at University of Wisconsin Strategy Seminar, November, 2011.

Corporate Governance and Board of Directors—Invited speaker at Doctoral Research Seminar at Arnold School of Public Health, University of South Carolina, November, 2010.

Creating a Scholarly Research Program and Career – Invited speaker at Doctoral Seminar in Management Science, University of South Carolina, April, 2010.

Resources, Knowledge, and Governance: Top Management Teams and Board Governance.  
Presented at University of Tennessee Research Seminar, Knoxville, TN, February, 2010.

Invited Panel Speaker at the *Entrepreneurship Research Exemplars Conference*  
~Best Practices Conference for Advancing Research Excellence in Entrepreneurship,  
University of Connecticut, Storrs, CT, May, 2009.

Experience-Based Human Capital and Social Capital of Outside Directors. Presented at Strategy  
Research Seminars at:

- University of Texas --Austin, 2006
- University Colorado -- Boulder, 2006
- University of South Carolina, 2007
- University of California--Irvine, 2007

### **SCHOLARLY CONFERENCE ACTIVITIES**

Invited Discussant at Midwest Strategy Meeting at University of Illinois, June, 2013.

Ph.D. Research Development Workshop Facilitator. Atlanta Competitive Advantage Conference,  
May, 2012.

New Ph.D. Student Orientation Workshop Facilitator. Academy of Management Annual  
Meeting in Boston, MA, 2012.

*Judge* for the Best Ph.D. Paper Prize, *Strategic Management Society Conference*

- Rome, Italy, 2010 -- Miami, FL, 2011

Selected Participant at the Business Policy and Strategy Mid-Career Workshop at the Academy  
of Management Annual Meeting in Montreal, August, 2010.

*Co-Chaired* and *organized* a panel at *Strategic Management Society Conference* (with Christos  
Pitelis), Washington, DC, October, 2009.

*50<sup>th</sup> Anniversary of Edith Tilton Penrose's (1959) The Theory of the Growth of the Firm* and Her  
Contributions to Research in Strategy, Innovation, and MNCs

- Presenters: Yasemin Kor, Joe Mahoney, Margie Peteraf, Christos Pitelis, Maurizio Zollo.

*Co-Chaired* and *organized* an AOM Professional Development Workshop (with T. Moliterno),  
BPS Division, Anaheim, CA, August, 2008.

*The "Hows" of Dynamic Capabilities: Building a Process-Based Research Agenda*

- Roundtable workshop (28 submissions accepted; 35 authors attended)
- Discussion and debriefing by facilitators (Chris Bingham, Russ Coff, Steven Floyd, Joe Mahoney, Cathy Maritan, Jamal Shamsie, and Maurizio Zollo)



Invited Discussant for the paper session on “Equity and Its Alternatives in Alliance Governance” at the Academy of Management Conference in Anaheim, CA, August, 2008.

Discussant for the paper session “Strategy Process: Leading the Way to Sound Governance” at the Academy of Management Conference in Atlanta, GA, August, 2006.

Selected participant at the Business Policy and Strategy New Faculty Consortium at the Academy of Management Annual Meeting in Denver, CO, August, 2002.

Chair for the paper session “Real Option Theory and Risk Management” at the Academy of Management Meeting in Chicago, IL, August, 1999.

Discussant (with David Hunger) for the paper session entitled “Strategy, TQM, and Tactical Perspectives” at the Midwest Academy of Management Conference in Lincoln, NE, 1999.

Selected participant at the Business Policy and Strategy Doctoral Consortium at the Academy of Management Annual Conference in Chicago, IL, August, 1999.

Chairperson of the Illinois MBA International Marketing Conference in Champaign, IL, February, 1996. Organized a conference for the University of Illinois MBA Program. Recruited domestic and international corporate speakers and invited students from other MBA programs in the Midwest region.

### **CONFERENCE PRESENTATIONS**

- [27] “The Role of Board Leadership Structure in Enhancing the Value of Board’s Human and Social Capital” (by Chamu Sundaramurthy, Yasemin Kor, and Kuntara Pukthuanthong). Paper presented at the Academy of Management Annual Meeting in Vancouver, 2015.
- [26] “Corporate Acquisitions and Managerial Responsiveness: Evidence from the Organic and Healthy Food Industry” (by Yasemin Kor and Danchi Tan). Paper presented at Industry Studies Association Conference in Kansas City, MO, 2015.
- [25] “Due Diligence in Working with Star Performers” (by Yasemin Kor). Panel presenter at the Professional Development Workshop on Strategic Human Capital: Exploring the Bright and Dark Sides of Mega-Stars and Firm Performance. Academy of Management Annual Meeting in Philadelphia, 2014.
- [24] “Role of Human Capital in Scaling Social Entrepreneurship” (by Dawn Harris and Yasemin Kor). Paper presented at the SMS Conference in Atlanta, 2013.
- [23] “The Interactive Value of the CEO’s and the Corporate Board’s Human Capital: A Study of Biotechnology IPOs” (by Chamu Sundaramurthy, Kuntara Pukthuanthong, and Yasemin Kor). Paper presented at the Academy of Management Annual Meeting in Boston, 2012.

- [22] “The Co-Evolution of the Firm’s Dominant Logic and the Top Management Team.” Paper presented (by Yasemin Kor) at Cognition in Rough Professional Development Workshop at the Academy of Management Annual Meeting in Boston, August, 2012.
- [21] “Publishing in the Top-tier” (by Yasemin Kor). Panel presenter at AOM Caucus, Academy of Management Meeting in San Antonio, TX, August, 2011.
- [20] “Stepping Stones to Firm Growth: Evidence from the Deregulated Railroad Industry” (by Mike Pettus, Yasemin Kor, Steven Michael, and Joe Mahoney). Paper presented at the Academy of Management Annual Meeting in Montreal, Canada, August, 2010.
- [19] “Dynamic Managerial Capabilities: Configuration and Orchestration of the Top Management Team Resources” (by Yasemin Y. Kor and Andrea Mesko). Paper presented at the SMS Conference, Washington DC, October, 2009.
- [18] “Fundamental Insights from Penrose’s (1959) Theory of the Growth of the Firm: Why do Managerial Resources and Management Teams Matter?” (by Yasemin Y. Kor). Paper presented at the SMS Conference, Washington DC, October, 2009.
- [17] “Rebuilding of dynamic managerial capabilities: Reconfiguration of the top management team and the firm’s dominant logic” (by Yasemin Y. Kor and Andrea Mesko). Paper presented at the EGOS Colloquium in Barcelona, Spain, July, 2009.
- [16] “Dynamic Managerial Capabilities: Cognitive Heterogeneity and Knowledge Sharing in Top Management Teams.” (by Yasemin Y. Kor and Andrea Mesko). Paper presented at the Academy of Management Annual Meeting in Anaheim, August, 2008.
- [15] “Experience-Based Human Capital and Social Capital of Outside Directors.” (by Yasemin Y. Kor and Chamu Sundaramurthy). Paper presented at the Atlanta Competitive Advantage Conference in June, 2008.
- [14] “Resources, Subjectivism, and Team Entrepreneurship” (by Yasemin Y. Kor). Invited paper presented at the Academy of Management Annual Meeting in Philadelphia, August, 2007.
- [13] “Decoupling As Smoke and Mirrors? Diverse Practices and Conflicting Logics Underlying EMS Adoptions” (by Vilmos Misangyi, Jennifer Gregan-Paxton, and Yasemin Y. Kor). Paper presented by Misangyi at the Academy of Management Annual Meeting in Atlanta, August, 2006.
- [12] “Understanding the Growth of Large Law Firms: An Empirical Examination of Three Theoretical Legacies” (by Huseyin Leblebici and Yasemin Y. Kor). Paper presented by Leblebici at the Oxford Professional Service Firms Conference in Oxford, UK, 2005.

- [11] “Resources, Capabilities, and Entrepreneurial Perceptions” (by Yasemin Y. Kor, Joe Mahoney, and Steven Michael). Paper presented by Mahoney at the Academy of Management Annual Meeting in Hawaii, August, 2005.
- [10] “The Evolution of Board of Directors: The Contingency of Top Management Team Competence” (by Yasemin Y. Kor and Vilmos Misangyi). Paper presented at the SMS Conference in San Juan, Puerto Rico, November, 2004.
- [9] “Outside Directors’ Experience-Based Competence” (by Yasemin Y. Kor and Chamu Sundaramurthy). Paper presented at the Resource-based View Workshop at the Academy of Management Annual Meeting in New Orleans, LA, August, 2004.
- [8] “Edith Penrose’s (1959) Contributions to the Resource-Based View of Strategic Management” (by Yasemin Y. Kor and Joseph T. Mahoney). Invited paper presented at the Academy of Management Annual Meeting in New Orleans, LA, August, 2004.
- [7] “Industry Effects on the Choice and Effectiveness of Board Monitoring and Executive Incentive Compensation” (by Yasemin Y. Kor, Sharon Watson, and Joseph T. Mahoney). Paper presented at the SMS Conference in Baltimore, November, 2003.
- [6] “Efficient Deployment and Development of Human Capital, Diversification Strategy and Firm Performance” (by Yasemin Y. Kor and Huseyin Leblebici). Paper presented at the Academy of Management Annual Meeting in Denver, CO, August, 2002.
- [5] “Top Management Team Attributes, Corporate Governance and R&D Investment Strategy” (by Yasemin Y. Kor). Paper presented at the Academy of Management Annual Meeting in Denver, CO, August, 2002.
- [4] “Performance Outcomes of Resource Deployment Strategies, Top Management Experience and Corporate Governance” (by Yasemin Y. Kor and Joseph T. Mahoney). Paper presented at the Strategic Management Society Annual Meeting in San Francisco, CA, October, 2001.
- [3] “Bridging Resource-Based and Upper-Echelons Perspectives: An Empirical Examination of Effects of Top Management Experience on R&D Strategy and Firm Performance of IPO Firms” (by Yasemin Y. Kor). Paper presented at the Academy of Management Annual Meeting in Toronto, Canada, August, 2000.
- [2] “Nonlinear and Interaction Effects of Top Management Team Experience Heterogeneity on Firm Performance: The Case of IPOs in Medical and Surgical Instruments Industry” (by Yasemin Y. Kor and Joseph T. Mahoney). Paper presented at the Academy of Management Annual Meeting in Toronto, Canada, August, 2000.
- [1] “Generating and Sustaining Rents in Professional Service Firms Through Firm-specific Human Capital” (by Yasemin Y. Kor). Paper presented at the Midwest Academy of Management Meeting, Lincoln, NE, April, 1999. [Best Graduate Student Paper Award]

## **TEACHING EXPERIENCE**

### **Corporate Strategy**, MBA Capstone Course (full time and part time sections)

- Taught professionals from Astra Zeneca, DuPont, JP Morgan Chase, and MBNA
- Taught at University of Delaware
- Taught at Sarajevo Graduate School of Business
- Team-taught in Executive MBA format and mentored Bosnian Strategy Faculty

### **Strategic Management**, Undergraduate Capstone Course (regular and honors sections)

- Taught at University of Illinois at Urbana-Champaign
- Taught at University of Delaware
- Taught at University of South Carolina

### **Strategy Formulation**, Doctoral Seminar in Strategic Management

- Taught at University of South Carolina

### **Entrepreneurship and Small Business**, Undergraduate Entrepreneurship Major Course

- Taught at University of South Carolina

### **Graduate-Level Independent Studies:**

- Enron: Corporate Strategy and Governance Analysis
- Executive Compensation
- Corporate Governance Practices in Emerging Economies

### **Collaboration with Executives and Entrepreneurs in the Classroom**

- Roger Schrum, VP of Investor Relations and Corporate Affairs, Sonoco Corporation
- Jim Kelley, VP Marketing and Operations and Co-founder, ING Direct USA
- Damian Finio, Senior Director, U.S. R&D Finance, Astra Zeneca
- Richard Beezer Molton, Founder of Half-Moon Outfitters
- Josh Hackler, President and Founder of Spanish Vines
- Kim Neel, Co-founder of Alala LLC.
- Kevin Finn, President and Co-founder, Iron Hill Brewery and Restaurant
- Kevin Fields, Founder of Lifeurban Lifestyle Scientists
- Larry Lucas, Small business owner and State Farm Agent

### **Development and Renewal in Teaching**

- USC Sustainability Fellow 2013-2014
- Participated in an all-day workshop on Incorporating Sustainability in Curricula
- Participated in a half-day workshop on Writing for Student Engagement
- Participated in a half-day workshop on Problem-Based Learning

## **UNIVERSITY SERVICE**

### **University of South Carolina (2007 – 2015):**

#### **Ph.D. Students:**

- Ph.D. Student Dissertation Committee Member for Ray Kim (2014-2015)
- Ph.D. Student Dissertation Committee Member for Patricio Duran (2014-2015)
- Ph.D. Student Dissertation Committee Member for Tolga Ulusemre (2014-2015)
- Ph.D. Student Dissertation Committee Member for Nick Bailey (2014-2015)
- Ph.D. Student Comprehensive Examination Committee Member for Ettore Spadafora (2014)
- Ph.D. Student Comprehensive Examination Committee Member for Erin McKie (2014)
- Ph.D. Student Comprehensive Examination Committee Member for Ray Kim (2013)
- Co-Chair for Ph.D. Student Qualifying Paper Committee for Michael Ulrich (2012)
- Ph.D. Student Comprehensive Examination Committee Member for Cristobal Barra (2012)
- Ph.D. Student Dissertation Committee Member for Cigdem Ataseven (2012-2013)
- Invited and hosted Visiting scholar Ph.D. student Po-Yuan Chen from National Chengchi University in Taiwan (2011)
- Ph.D. Student Qualifying Paper Committee Member for Ray (Youngsang) Kim (2011)
- Ph.D. Student Dissertation Committee Member for William I. MacKenzie (2009-2010)
- Ph.D. Student Qualifying Paper Committee Member for Andrea Mesko (2008-2009)

#### **Department Level:**

Tenure and Promotion Committee (2010-2015)

Strategy and OB/HR Faculty Recruitment (2007, 2008, 2010, 2011, 2012, 2013, 2014, 2015)

Human Capital Conference Organization Committee (2012-2014)

Ph.D. Program Recruitment (2007, 2011, 2013, 2014)

Chair -- Search Committee to fill a senior Strategic Management position (2010-2011)

Judge, New Venture Case Competition (Ivory Tower to Market Place Course), sponsored by Moore School of Business, Honors College, and USC Nano Center (2009)

Strategic Planning Committee for Management Department Five-Year Strategic Plan (2008)

Coordinator, Department of Management Research Seminar and Speaker Series (2007-2008)

- Initiated and organized research seminars for Strategic Management and OB/HR

#### **College Level:**

Undergraduate Curriculum Committee (2014-2015)

Faculty Advisory Committee (2012-2013; Spring 2014-2015)

AAPP Faculty Mentor for a Moore School doctoral student (2013-2015)

Undergraduate Scholastic Standards and Petitions Committee (2009-2012)

College Search Committee Member, Search for Full Professor in Sustainability (Spring 2010)

Moore School of Business Strategic Initiatives Development (2007- 2008)

University Level:

Judge for Business, Law, Politics, and Social Sciences *Undergraduate Research Competition* at Discovery Days (Spring 2008; Spring 2012)

**University of Delaware (2001-2007):**

Department Level:

Slocomb Professional Excellence Award Committee (2006)  
Undergraduate Honors Committee (2004-2005; 2006-2007)  
Judge, Case Competition in BUAD441 Honors Course (2003)  
Delaware Decision Days (2002)  
Undergraduate Curriculum Committee (Department level) (2001-2002)  
Search Committee, to fill junior-level opening in Strategic Management (2001)

College Level:

Roundtable discussions with the CEOs from ING Direct, SDI, and Hercules (2004-2006)  
MBA Curriculum Development, Case Study Analysis and Presentation Workshop (2006)  
MBA Committee (2004-2005)  
SGSB MBA Program Faculty Recruitment and Mentoring (2005)  
MBA Student Advisor (2002-2006)  
Business and Economics Undergraduate Convocation (2003, 2005)

University Level:

Ad Hoc Faculty Senate Committee on Recycling (2004-2005)  
Faculty Advisor, Turkish Student Association (2001-2006)  
Faculty Senate (2001-2003)

**MEMBERSHIP IN ACADEMIC ASSOCIATIONS**

Academy of Management

Business Policy and Strategy - Entrepreneurship - Organization and Natural Environment

Strategic Management Society

Industry Studies Association

European Group for Organizational Studies

Fulbright Association

## **PROFESSIONAL AND INDUSTRY EXPERIENCE**

### **TURKIYE IS BANKASI, A.S., Ankara, Turkey Securities and Investment Division**

#### **Account Executive**

- Managed stock portfolios (investment decisions and stock trading operations) at the largest commercial bank in Turkey.
- Conducted economic analysis and prepared reports on comparative returns of investment instruments.
- Collaborated with IT to have specialized software written to streamline stock trading operations.

### **PAUL HARTMANN A.G., Heidenheim, Germany Headquarters Marketing**

#### **Product Management Trainee**

- Performed market research on the diaper and hygiene products consumption behavior in Germany.
- Designed and administered a survey, analyzed the results and developed implications for the current strategy.

### **STADTWERKE GELSENKIRCHEN, Gelsenkirchen, Germany Accounting**

#### **Management Trainee**

- Performed financial analysis and accounting functions at an energy company

### **UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN**

#### **College of Engineering Development Center, Champaign, IL, U.S.A.**

#### **Graduate Assistant**

- Researched specific Asian conglomerates and prepared a briefing book for the Assistant Dean of College of Engineering and the President of University of Illinois.
- Surveyed firms to assess the marketability of an on-line service providing access to Engineering Library Collection.