THERESA SEUNG-AH CHO

Department of strategy & International Business
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EDUCATION

Ph.D. **Graduate School of Business, Columbia University**, New York, NY, 1999.
With Distinction. Concentration: Strategic Management

M.Phil. **Graduate School of Business, Columbia University**, New York, NY, 1996.
Department of Management of Organizations

A.B. **Harvard College, Harvard University**, Cambridge, MA, 1990.
With Honors. Concentration: Economics

ACADEMIC APPOINTMENTS

2026-present **Graduate School of Business, Seoul National University**
Amore Pacific Professor of Strategy & International Management

2013-present **Graduate School of Business, Seoul National University**
Professor of Strategy & International Management

2008-2013 **Graduate School of Business, Seoul National University**
Associate Professor of Strategy & International Management

2007-2008 **Rutgers Business School-Newark & New Brunswick**, **Rutgers University**
Associate Professor (with tenure) of Strategic Management

1999-2006 **Rutgers Business School-Newark & New Brunswick**, **Rutgers University**
Assistant Professor of Strategic Management

1997-1999 **Rutgers Business School-Newark & New Brunswick**, **Rutgers University**
Adjunct Assistant Professor of Strategic Management

PROFESSIONAL & ADMINISTRATIVE APPOINTMENTS

2024-present **Hyundai Steel**
Non-Executive Director

2024-present **Harvard Alumni Association Board of Directors**
Elected Director

2024-present **Global Network for Advancement of Management (GNAM)**
Member of the 7-person Steering Committee

2024-2025 **Seoul National University Women Faculty Council**
Executive Vice President

2022-2024 **Seoul National University**
Vice President of International Affairs (Chief Global Affairs Officer)

2023-2024 **Korea Telecom (KT)**
Non-Executive Director

2020-2024 **Samsung SDS**
Non-Executive Director

2020-2021 **Graduate School of Business, Seoul National University**
Associate Dean of Student and International Affairs

2020-2021 **Graduate School of Business, Seoul National University**
Chairperson, Campus Asia Program (sponsored by Ministry of Education)

2018-2021 **Harvard Alumni Association Board of Directors**
Director (Appointed) for International Clubs and SIGs, Asia-Pacific

2018-2020 **Strategic Management Society**
Representative-at-Large (Elected), Behavioral Strategy Interest Group

2016-2017 **Korean Strategic Management Society**
Vice President

2015-2016 **Seoul National University**
Deputy Vice President of International Affairs

2014-2015 **Association of Korean Management Scholars**
President

2013-2015 **Graduate School of Business, Seoul National University**
Associate Dean of International Affairs

EDITORIAL BOARDS

2024-present ***Journal of Business Research***
Associate Editor

2022-present ***Strategic Organization***
Editorial Board Member

RESEARCH INTERESTS

Behavioral Strategy, Managerial Cognition, Corporate Governance, and Negotiation

REFEREED PUBLICATIONS

Pyun, E. C., Cho, T. S. & Chung, S. H. and Ahn, S. "It takes two to tango: National identities and acquisition premia in global M&A's", Management International Review, in press.

Ahn, S., Cho, T.S. and Park, S. H. "Market entry decisions revisited: The case of biopharmaceutical firms in the midst of COVID-19," Journal of Business Research, in press.

Ahn, S., Cho, T.S. and Cho, C.K. 2025. "Stock market reaction to environmental performance: The role of organizational reputation as an interpretive lens," Organization & Environment, 36:440-470.

Hanisch, M., Koenig, A., Haussler, C., Graf-Vlachy, L. and Cho, T. S. 2025. "Kindred spirits: Cognitive frame similarity and good faith provisions in strategic alliance contracts." Strategic Management Journal, 46:436-469.

Mack, D., Cho. T.S. and Yi, A.C. 2024. "Attentional engagement and strategic responses to discontinuous environmental change: Evidence from the U.S. banking industry," Strategic Organization, 22:49-90.

Ahn, S. and Cho, T.S. 2022. "The effects of analyst coverage on innovation strategy: A cognitive perspective," The Academy of Management Best Papers Proceedings.

Ahn, S., Cho, C.K. and Cho, T.S. 2021. "Performance feedback and organizational learning: The role of regulatory focus," Management Decision, 59:616-637.

Cho, C. K., Cho, T. S., and Lee, J. 2018. "Managerial attributes, consumer proximity, and corporate environmental performance," Corporate Social Responsibility and Environmental Management, 26:159-169.

Cho, C. K. and Cho, T. S. 2018. "On averting negative emotion: remedying the impact of shifting expectations," Frontiers in Psychology, 9:2121.

Hanisch, M., Koenig, A., Haussler, C., Graf-Vlachy, L. & Cho, T. S. 2018. "The Influence of cognitive frame similarity on contingency planning in strategic alliances," The Academy of Management Best Papers Proceedings.

Chung, D., Kang, J. and Cho, T. S. 2018. "TMT knowledge specificity and search behavior on innovation: A contingency perspective," International Journal of Technology Management. 78: 208-233.

Choi, J. N., Sung, S. Y., & Cho, T. S. 2014. "Creative contribution of individuals in groups: Effects of goal orientation and participative safety," Social Behavior and Personality, 42:407-422.

Mack, D. and Cho, T. S. 2011. "SK Telecom – Going for the global leadership," Asian Case Research Journal, 15:2.

Ahn, K. J., Chae, H. W., Song, J. Y. and Cho, T. S. 2009. "The effects of founder-CEO attributes on alliance formation of venture startups: The social network perspective," The Academy of Management Best Papers Proceedings.

Cho, T. S. and Shen, W. 2007. "Changes in executive compensation following an environmental shift: The role of top management team turnover," Strategic Management Journal, 28:747-754.

Cho, T. S. and Hambrick, D. 2006. "Attention as the mediator between top management team characteristics and strategic change: The case of airline deregulation," Organization Science, 17:453-469.

Cho, T. S. 2006. "The effects of executive turnover on top management team's environmental scanning behavior after an environmental change," Journal of Business Research, 59:1142-1150.

Shen, W. and Cho, T. S. 2005. "Exploring involuntary executive turnover through a managerial discretion framework," Academy of Management Review, 30:843-862.

Hambrick, D.C., Finkelstein, S., Cho, T.S., and Jackson, E. M. 2005. "Isomorphism in reverse: Institutional theory as an explanation for recent increases in intraindustry heterogenity and managerial discretion," Research in Organizational Behavior (Issue 26). Staw, B. and Kramer, R. M. (Ed). Berkeley: Elsevier.

Cho, T. S. 2001. "The Effects of top executive team composition, pay structure and attention on strategic change: A case of airline deregulation," Academy of Management Best Papers Proceedings (nominated for the *William Newman Best Paper Award Based on Dissertation*).

Hambrick, D. C., Cho, T. S., and Chen, M. J. 1996. "The influence of top management team heterogeneity on firms' competitive moves," Administrative Science Quarterly, 41: 659-684.

Reprinted in Corporate Governance in the New Global Economy, 2004. Keasey, K., Thompson, S. and Wright, M. (Ed.). Surrey, U.K.: Edward Elgar Publishing Ltd.

Cho, T. S., Hambrick, D. C. and Chen, M. J. 1994. "The effects of top management characteristics on competitive behaviors of firms," Academy of Management Best Papers Proceedings.

REFEREED PUBLICATIONS (KCI JOURNALS)

Ahn, S. H. & Cho, T.S. 2025. "Linguistic Framing of Information Disclosure and Analysts' Evaluation of Innovation Strategy." Korean Journal of Management (인사조직연구), 25: 27-55

Choi, W.S., Ahn, S. H. & Cho, T.S. 2021. "Interfirm rivalry in action: An exploratory study of multiplex theaters in Korea." Korean Business Review (경영학연구), 25: 27-55

Cho, T. S. 2011. "Environmental scanning behavior of the top managers: A regulatory focus model." Seoul Journal of Business. Vol. 17(2): 151-166.

Ahn, K.J., Chae, H., Song, J. and Cho, T. S. 2009. "The effects of founder-CEO attributes on alliance formation of venture start-ups: A social network perspective," Korean Business Review (경영학연구), 38 (6): 1545-1572.

REFEREED CONFERENCE PRESENTATIONS

Ahn, S., Cho, T. S., & Cho, C. K. 2025. "Earnings pressure and exploration and exploitation in cross-border strategic alliances," Paper presented at the Annual Meeting of the Academy of Management, Strategic Management Division, in Copenhagen, Denmark.

Woo, A. Y. & Cho, T. S. 2025. "Cross-border M&A and strategic noise: The role of psychic distance," Paper presented at the Strategic Management Society, San Francisco, CA.

Cho, T. S. 2024. "Attentional engagement and strategic adaptation following environmental change," Paper presented at the Symposium, "Research Frontiers on the Attention-Based View of the Firm" at the Annual Meeting of the Academy of Management, in Chicago, IL.

Cho, T. S. 2024. "Executive cognition in high-complexity environment," Paper presented at the Symposium, "Exploring Top-Executive Cognition in Business Ecosystems" at the Annual Meeting of the Academy of Management, in Chicago, IL.

Kwon, H. K. & Cho, T. S. 2024. "Market reaction following corporate crisis: The role of ESG performance and crisis response speed," Paper presented at the Annual Meeting of the Academy of Management, Strategic Management Division, in Chicago, IL.

Kwon, H. K. & Cho, T. S. 2024. "Market reaction following corporate crisis: The role of ESG performance and crisis response speed," Paper presented at the Strategic Management Society Annual Conference, Istanbul, Turkey.

Kwon, H. K. & Cho, T. S. 2024. "Market reaction following corporate crisis: The role of ESG performance and crisis response speed," Paper presented at the Annual Meeting of the Korean Strategic Management Society, Seoul, Korea.

Woo, A. Y. & Cho, T. S. 2024. "Cross-border M&A and strategic noise: The role of psychic distance," Paper presented at the Annual Meeting of the Korean Strategic Management Society, Seoul, Korea.

Ahn, S., Cho, C. K. & Cho, T. S. 2023. "Evaluating innovation strategies: the influence of linguistic framing," Paper presented at the Annual Meeting of the Academy of Management, Strategic Management Division, in Boston, MA.

Ahn, S. & Cho, T.S. 2022. "The effects of analyst coverage on innovation strategy: A cognitive perspective," Paper presented at the Annual Meeting of the Academy of Management, Strategic Management Division, in Seattle, WA. Selected for the Academy of Management Best Papers Proceedings.

Hanisch, M., Koenig, A., Haussler, C., Graf-Vlachy, L. & Cho, T. S. 2022. "Cognitive frame similarity in strategic alliances," Paper presented at the 11th FINT Workshop on *Trust Within and Between Organizations*, Charleston, SC.

Ahn, S., Cho, T. S., Cho & Park, S. H. 2021. "Market entry decisions revisited: The case of biopharmaceutical firms in the midst of COVID-19," Paper presented at the Annual Meeting of the Academy of Management, Strategic Management Division.

Ahn, S., Cho, T. S., Cho, C. K. & Hwang, S. H. 2021. "CEO regulatory focus, decision frames, and earnings management," Paper presented at the Annual Meeting of the Academy of Management, Strategic Management Division.

Cho, T. S. 2019. "Bridging leadership research on boards and the top management team," Paper presented at the Annual Meeting of the Academy of Management, Strategic Management Division, in Boston, MA.

Ahn, S., Cho, T. S. & Cho, C. K. 2019. "Capital market response to environmental performance: Organizational status as a lens," Paper presented at the Annual Meeting of the Academy of Management, Organizational and Natural Environment Division, in Boston, MA.

Hanisch, M., Koenig, A., Haussler, C., Graf-Vlachy, L. & Cho, T. S. 2019. "Kindred spirits: The influence of cognitive frame similarity on contingency planning in strategic alliances," Paper presented at the Annual Meeting of the European Academy of Management (EURAM). Awarded the *Best Paper Award (Behavioral Strategy Division)*.

Hanisch, M., Koenig, A., Haussler, C., Graf-Vlachy, L. & Cho, T. S. 2018. "Kindred spirits: The influence of cognitive frame similarity on contingency planning in strategic alliances," Paper presented at the Annual Meeting of the Strategic Management Society, Paris, France. Awarded the *Best Paper Award (Coooperative Strategy Division)* and *Finalist / Honorable Mention for the Best Conference Paper Award.*

Hanisch, M., Koenig, A., Haussler, C., Graf-Vlachy, L. & Cho, T. S. 2018. "The influence of cognitive frame similarity on contingency planning in strategic alliances", Paper presented

at the Annual Meeting of the Academy of Management, Strategic Management Division, in Chicago, IL. Selected for the Academy of Management Best Papers Proceedings.

Kang, J. Y. & Cho, T. S. 2017. "New wine into old wineskin: The effects of CEO outsiderness on firm-level attention stickiness," Paper presented at the Annual Meeting of the Academy of Management, Managerial and Organizational Cognition Division, in Denver, CO.

Hanisch, M., Koenig, A., Haussler, C., Graf-Vlachy, L. & Cho, T. S. 2017. "Logics of action and incomplete contracts: A dyadic socio-cognitive theory of contract design," Paper presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy Division, in Denver, CO.

Kwon, D. & T. S. Cho. 2017. "Minding the perks: a natural experiment on CEO pay and reputation," Paper presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy Division, in Denver, CO.

Kang, J. Y. & Cho, T. S. 2016. "Filling in the big shoes: An empirical study of CEO turnover and attention stickiness," Paper presented at the Annual Meeting of the Asia-Pacific Social Science Conference, Osaka, Japan.

Cho, T. S., Organizer & Panelist, 2016. "Expanding the horizons of strategic leadership: Infusing new theoretical perspectives," Strategic Leadership & Governance, Annual Meeting of the Strategic Management Society, Berlin, Germany.

Kang, J. Y. & Cho, T. S. 2016. "Filling in the big shoes: An empirical study of CEO turnover and attention stickiness," Paper presented at the Annual Meeting of the Asia-Pacific Social Science Conference, Osaka, Japan.

Park, E. & Cho, T. S. 2016. "A fish in a pond: The dynamics between the ceo and firm status," Paper presented at the Annual Meeting of the Strategic Management Society, Berlin, Germany.

Kwon, D. & T. S. 2016. "Minding the perks: A natural experiment on ceo pay and reputation," Paper presented at the Annual Meeting of Korean Strategic Management Society, Busan, Korea.

Park, E. & Cho, T. S. 2016. "The dynamics between the ceo status vs firm status: Implications for ceo power and compensation," Paper presented at the Annual Meeting of the Academy of Management, Business Policy & Strategy Division, in Anaheim, CA.

Kwon, D. & T. S. 2016. "Keeping my reputation: CEO reputation and sensitivity to perquisite disclosure," Paper presented at the International Conference on Management and Social Science, Tokyo, Japan.

Cho, T. S., Chung, S., Haleblian, J. & Hwang, S. 2015. "Post-acquisition innovativeness in high-tech industry: The role of attentional congruence," Paper presented at the 2015 Annual Meeting of the Strategic Management Society, Denver, CO.

Chung, D. H., Cho, T. S., and Kang, J. 2015. "TMT knowledge specificity, organization search scope and innovation performance," Paper presented at the 2015 Annual Meeting of the Academy of Management, Technology and Innovation Management Division, in Vancouver, Canada.

Pyun, E. C., Cho, T. S. & Chung, S. H. 2015. "It takes two to tango: National identities and acquisition premia in global M&A's", Paper presented at the 2015 Annual Meeting of the Association of International Business, Bengaluru, India.

Cho, T. S., 2015, "Attentional congruence and interfirm dynamics: A study of post-acquisition integration in high-tech industries", Paper presented at the All-Academy Symposium, 2015 Annual Meeting of the Academy of Management.

Cho, T. S., Organizer & Panelist, 2014. "The reflective power of words: Upper echelons' cognition through their use of verbal communication," The All-Academy Symposium, 2014 Annual Meeting of the Academy of Management.

Mack, D., Cho, T. S. & Yi, A. C. 2014. "Improving with age: Sources of managerial sensing capabilities," Paper presented at the 2014 Annual Meeting of the Academy of Management, All Academy Symposium, in Philadelphia, PA.

Mack, D., Cho, T. S. & Yi, A. C. 2014. "Improving with age: Sources of managerial sensing capabilities" Paper presented at the 2014 Annual Meeting of the Strategic Management Society in Madrid, Spain.

Choi, W. S., Chung, S. H., and Cho, T. S. 2013. "The effects of managerial attention on post-acquisition innovativeness in high-tech industries." Paper presented at the 2013 Annual Meeting of the Academy of Management, Business Policy and Strategy Division, in Boston, MA, USA.

Hwang, S., and Cho, T. S. 2012. "Dismissal of newly appointed CEOs: A behavioral theory perspective." Paper presented at the 2011 Annual Meeting of the Academy of Management, Business Policy and Strategy Division, in Boston, MA, USA.

Choi, W. S., Chung, S. H. and Cho, T. S. 2012. "Attention-based view in post-acquisition Process." Paper presented at the 2012 Annual Meeting of the Management and Economics of Technology Conference, Seoul, Korea.

Mack, D., Cho, T. S. and Jung, J. H. 2011. "The role of CEO characteristics in external crisis recognition" Paper presented at the 2011 Annual Meeting of the Academy of Management, Managerial and Organizational Cognition Division, in San Antonio, TX, USA

Mack, D., Cho, T. S., Jung, J. H. and Hwang, S. H. 2011. "Top management team cognition, external crisis recognition and firm performance." Paper presented at the 2011 Annual Meeting of the Academy of Management, Business Policy and Strategy Division, in San Antonio, TX, USA

Choi, Y. H., Cho, T. S. and Park, N. G. 2010. "The effects of CEO certification and the subsequent compensation changes on tmt turnover: An equity theory perspective." Paper presented at the 2010 Annual Meeting of the Academy of Management, Business Policy and Strategy Division, in Montreal, Canada.

Mack, D. Z and Cho, T. S. 2010. "Who saw it coming first? The role of top-management team cognition in external crisis recognition." Paper presented at the 2010 Annual Meeting of the Korean Association of International Business.

Jung, J. H. and Cho, T. S. 2010 "Competition makes firms differ: Perceived rivalry and adaptive resource allocation." Paper presented at the 2010 Annual Meeting of the Korean Association of International Business.

Ahn, K. J., Chae, H. W., Song, J. Y. and Cho, T. S. 2009. "The effects of founder-CEO attributes on alliance formation of venture startups: The social network perspective." Paper presented at the 2009 Annual Meeting of the Academy of Management, Entrepreneurship Division, in Chicago, IL, USA. Selected for the Academy of Management Best Papers Proceedings.

Cho, T. S. and Cho, Y. J. 2009. "CEO celebrity as a social construct: examining the antecedents of CEO certification." Paper presented at the 2009 Annual Meeting of the Academy of Management, Business Policy and Strategy Division, in Chicago, IL, USA.

Cho, T. S. 2008. "TMT characteristics and organizational survival: New vidence from trucking and banking industries," Paper presented at the 2008 Academy of Management Annual Meeting, Organizational Development and Change Division, in Anaheim, CA.

Cho, T. S. 2008. "Managerial attention and organization adaptation following an environmental shift," Paper presented at the 2008 Korean Strategic Management Society, Seoul, Korea.

Cho, T. S. "Managerial attention and firm performance following an environmental shift." Paper presented at the 2005 Academy of Management Annual Meeting, Organizational Development and Change Division, in Honolulu, HI. Selected for the Academy of Management Best Papers Proceedings.

Cho, T. S. and Shen, W. "Exploring the linkage between environmental shift and changes in executive compensation: The role of executive turnover." Paper presented at the 2003 Academy of Management Annual Meeting, Business Policy and Strategy Division, in Seattle, WA.

Shen, W. and Cho, T. S. "The impact of managerial discretion on executive turnover." Paper presented at the 2002 Academy of Management Annual Meeting, Business Policy and Strategy Division, in Denver, CO.

Cho, T. S. "The Effects of top executive team composition, pay structure and attention on strategic change" Paper presented at the 2001 Academy of Management Annual Meeting, Organizational Development and Change Division, in Washington D.C. Selected for the Academy of Management Best Papers Proceedings. Nominated for the *William Newman Best Paper Award Based on Dissertation*.

Cho, T. S. "The effects of top executive team composition on strategic change following an environmental Shift," Paper presented at the 2000 Academy of Management Annual Meeting, Business Policy and Strategy Division, in Toronto, Canada.

Cho, T. S. "Linking top executive pay, cognition and strategic change: A study of deregulated firms," Paper presented at the 2000 Academy of Management Annual Meeting, Business Policy and Strategy Division, in Toronto, Canada.

Cho, T. S. "The role of top management team heterogeneity on organizational survival and adaptation in an environmental shift," Paper presented at the 1999 Academy of Management Annual Meeting, Business Policy and Strategy Division, in Chicago, IL.

Cho, T. S. "The effects of increased managerial discretion on the top executive cognition: the implications for strategic change," Paper presented at the 1999 Academy of Management Annual Meeting, Business Policy and Strategy Division, in Chicago, IL.

Cho, T. S. "The effects of increased managerial discretion on CEO compensation: The case of deregulated industry," Paper presented at the 1998 Strategic Management Society Conference in Orlando, FL.

Cho, T. S. "The effects of environment and organizational slack on Top executive compensation: the case of trucking industry." Paper presented at the workshop sponsored by the 1996 special issue of the Academy of Management Journal on Managerial Pay and Firm Performance in Tilburg University, the Netherlands.

Cho, T. S., Hambrick, D. C., and Chen, M. J. "The effects of top management characteristics on the competitive behaviors of firms." Paper presented at the 1994 Academy of Management Annual Meeting in Dallas, TX.

Cho, T. S., Hambrick, D. C., and Chen, M. J. "Competitive activeness and responsiveness in interfirm dynamics: Do top management team factors matter?" Paper presented at the 1993 Annual International Conference of the Strategic Management Society in Chicago, IL.

Cho, T. S. "Strategic repertoire: The upper echelons perspective." Paper presented at the 1993 American Management Foundation and Association of Employment Practices and Principles Conference in San Diego, CA.

Bontempo, R. and Cho, S. T. "Individualism and collectivism: Implication for negotiation outcome and process," Paper presented at the 1992 Conference of the International Association for Conflict Management in Minneapolis, MN.

KEYNOTE & INVITED CONFERENCE PRESENTATIONS

Panelist, Mid-career Consortium (for recently tenured faculty), Annual Meeting of the Academy of Management, Copenhagen, Denmark, July 2025.

Panelist, *Strategic Leadership and Attention in a Post-Chandlerian World*, the 13th EIASM Workshop on Top Management Teams And Business Strategy Research, Passau, Germany, June 2024.

Panelist, *Exploring Top-Executive Cognition in Business Ecosystems*, Professional Development Workshop, Academy of Management Association Annual Conference, Chicago, IL, August 2024.

Panelist, *Diamonds in the Rough Consortium*, Managerial and Organizational Cognition, Academy of Management Association Annual Conference, Boston, MA, August 2023.

Panelist, Doctoral Consortium, Strategic Management Society Annual Conference, *Exploring Your Research*, September 2021.

Panelist, *Doctoral Consortium*, Academy of Management Association Annual Conference, Strategy Division, August 2020.

Panelist, *Doctoral Consortium*, Academy of Management Association Annual Conference, Strategy Division, August 2015.

Academy of Management Association Annual Conference, Philadelphia, PA, August 2014.

Invited Presenter**, "**Post-M&A innovation performance: The role of attentional congruence," Paper presented at University of Passau, September 2015.

Invited Presenter**, "**Post-acquisition innovativeness in high-tech industry: The role of attentional congruence," Paper presented at University of Passau, September 2015.

Panelist, *Junior Faculty Consortium*, Association of Korean Management Scholars, Academy of Management Association Annual Conference, Vancouver, Canada, August 2015.

Keynote Speaker. "Top executive teams and strategic processes," The Annual Conference for *EIASM (the European Institute for Advanced Studies in Management),* Antwerp, Belgium, March 2015.

Presenter**, "**Post-acquisition innovativeness in high-tech industry in the U.S. and China: The role of attentional congruence," Paper presented at the 2014 Annual Conference of the BEST Alliance in Tokyo, Japan, November 2014.

Panelist, *Issues in International Research and Education Symposium*, Academy of Management Association Annual Conference, Philadelphia, PA, August 2014.

Panelist, *Diamonds in the Rough Consortium*, Managerial and Organizational Cognition, Academy of Management Association Annual Conference, Philadelphia, PA, August 2014.

Participant and Presenter, *The Upper Echelons Conference*, Penn State University, College Station, PA, 2014.

Panelist, *Diamonds in the Rough Consortium*, Managerial and Organizational Cognition, Academy of Management Association Annual Conference, Lake Buena Vista, FL, August 2013.

Panelist, *Doctoral Consortium*, Association of Korean Management Scholars, Academy of Management Association Annual Conference, Anaheim, CA, August 2010.

Invited Presenter, The Workshop for the 1996 Special Issue of the Academy of Management Journal on Managerial Pay and Firm Performance in Tilburg University, the Netherlands.

AWARDS, FELLOWSHIPS AND HONORS

Jürgen Hauschildt Prize, 2025. (An annual award for the best empirical publication on innovation management in Germany, Austria, and Switzerland)

Elected Director 2024-2027. Harvard Alumni Association Board of Directors, Cambridge, MA (elected to represent 400,000 alumni of Harvard University)

Finalist for the Best Paper Award, Strategy Division, Academy of Management Association Annual Conference, "Analyst Coverage and Innovation Strategy: A Cognitive Perspective," (with S. Ahn and C. K. Cho). 2022.

KSG Entrepreneurship Research Award by the Karl Schlecht Foundation, The Annual Interdisciplinary Conference on Entrepreneurship, Innovation and SMEs, Vienna, Austria. 2019.

Best Paper Award, Behavioral Strategy Division, European Academy of Management (EURAM). "Kindred Spirits: The Influence of Cognitive Frame Similarity on Contingency Planning in Strategic Alliances," (with M. Hanisch, A. Koenig, C. Haussler, C. and L. Graf-Vlachy). 2019.

Finalist / Honorable Mention, Strategic Management Society Best Paper Prize, "Kindred Spirits: The Influence of Cognitive Frame Similarity on Contingency Planning in Strategic Alliances," (with M. Hanisch, A. Koenig, C. Haussler, C. and L. Graf-Vlachy). 2019.

The Best Conference Paper Prize, Strategic Management Society Cooperative Interest Group, "Kindred Spirits: The Influence of Cognitive Frame Similarity on Contingency Planning in Strategic Alliances," (with M. Hanisch, A. Koenig, C. Haussler, C. and L. Graf-Vlachy). 2018.

Elected as the Representative-at-Large, Strategic Management Society, Behavioral Strategy Interest Group, 2018-present.

Research Fellowship, Chair of Technology, Innovation, and Entrepreneurship, University of Passau, 2015.

Institute of Management Research Grant, Seoul National University, 2008-2021.

The Best Alliance Program Research Award, 2013.

The Overseas Training Expense Program for Humanities & Social Sciences, Seoul National University, 2012.

The Aspiring Researcher Program at Seoul National University, 2011.

Korea Research Foundation Young Faculty Research Award, 2009.

Thomas H. Mott Award for Teaching Excellence, Rutgers Business School, 2004.

Finalist, *The William Newman Award for the Best Paper Based on Dissertation*, Academy of Management, 2001.

Rutgers Business School Technological Management Research Center Grant, 2003-2004.

GE Teaching Fellow, 2000-2001.

Rutgers University Research Council Grant, 1999-2006.

Rutgers Business School Research Resource Committee Grant, 1999-2006.

Recipient of *With Distinction* honors for the doctoral thesis (awarded to the top 1% of the doctoral candidates; requires unanimous votes from all members of the doctoral committee), Graduate School of Business, Columbia University, New York, NY, 1999.

Member, Beta Gamma Sigma Honor Society, 1999-present.

Columbia University Doctoral Fellowship, 1991-1995.

Dean's List, Harvard College, 1987-1990.

Cary Agassiz Certificate of Merit, Harvard College, 1987-1990.

Radcliffe Scholarship, 1986-1990.

First Place, The Korea Times Literary Competition, Non-Fiction Division (in Korean), 1990.

Rotary Scholarship, 1986.

PROFESSIONAL & ADMINISTRATIVE SERVICE

Executive Vice President of Seoul National University Women Faculty Association, 2024-25.

Vice President of Seoul National University Women Faculty Association, 2023-2024.

Vice President of International Affairs, Seoul National University, 2022-2024.

Director of the SNU-U.S. Office & SNU-Tokyo U. Office, Seoul National University, 2022-2024.

Associate Dean of Student Affairs, Seoul National University Business School, 2020-2021.

Chairperson, Campus Asia Program (an educational program between China, Japan and Korea) at Seoul National University, 2020-2022.

Co-Chairperson, Social Values on Network Case Competition, sponsored by the Ministry of Education, Seoul National University, 2020-2022.

Director (Appointed) of Asia-Pacific Clubs and Special Interest Groups, Harvard Alumni Association, 2018-2021.

Representative-at-Large, Strategic Management Society, Behavioral Strategy Interest Group, 2018-2020.

Deputy Vice President of International Affairs, Seoul National University. 2015-2016.

Director of the China Center, Seoul National University. 2015-2016.

President, Association of Korean Management Scholars, Academy of Management Association, 2014-present.

Associate Dean of International Affairs, Seoul National University Business School. 2013-2015.

Chairperson, BEST Alliance Symposium (with Beijing University and Hitotsubashi University). 2013-2015, 2020-2021.

Member of the Advisory Board, Ministry of National Defense, Republic of Korea. 2013-2018.

Judge for Research Symposium Proposals, Strategic Management Society Conference in India, 2013.

Editorial board member, Journal of Strategic Management. 2009-2013.

Ad-hoc Reviewer: Management Science, Academy of Management Journal, Strategic Management Journal, Organizational Behavior and Human Decision Processes, Journal of International Business, Korean Academy of Management Journal, Korean Journal of International Business, the Academy of Management conference, and Organization Science/Informs Dissertation Proposal Competition.

Judge for Research Proposals, Fonds Wetenschappelijk Onderzoek - Vlaanderen, FWO (Research grant program in Belgium), 2010-present

Member, MBA Curriculum Committee, Seoul National University Business School. 2013-present.

Panelist, Junior Faculty Consortium, Association of Korean Management Scholars, 2012.

Affiliated Researcher, Skolkovo Institute of Emerging Market Studies, Moscow and Beijing, 2009-2011.

Faculty Advisor, Samsung Economic Research Institute, Seoul, Korea, 2008-2009.

Executive Committee Member for the Graduate Certificate Program in Comparative East-West Studies, Graduate School of Arts and Sciences, Rutgers University, 2004-2005.

Executive Board Member, The Korean Studies Institute of Princeton, 2004-2007.

Coordinator, The Organization Management Department Seminar Series, Spring 2002.

Participant, Negotiation and Teamwork Teaching Workshop, sponsored by Dispute Resolution Research Center at Kellogg School of Management, 2001.

Member, Management Simulation Project, Organization Management Department, Rutgers University-FOM, 2000.

Reviewer, The Annual Academy of Management Conference, Managerial and Organizational Cognition and Business Policy and Strategy Division Divisions, 1997-2005.

Founding Member and the Newsletter Editor, Association of Korean Management Scholars, 1999-2002.

Adviser, Management Society, Rutgers Business School. 2002-2004.

Adviser, Korean Catholic Students Association, Rutgers University. 1998-2004.

Member, Planning Committee, The Academy of Management, Business Policy and Strategy Division, 1998-1999.

Publisher and a Co-Founder, Yisei Magazine, 1988-1990.

ACADEMIC COURSES TAUGHT (IN ENGLISH AND KOREAN)

Strategic Management:	Undergraduate, MBA- and EMBA-levels
Managerial Negotiation:	Undergraduate, M.S.-, MBA- and EMBA-levels
International Business:	Undergraduate and MBA-levels
Strategic Leadership:	EMBA-level
Strategic Process:	M.S.- and Doctoral levels

PROFESSIONAL MEMBERSHIP

Academy of Management
Strategic Management Society