

SEUNG-HYUN LEE

As of August, 2008

Organizations, Strategy, and International Management
School of Management
The University of Texas at Dallas
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ACADEMIC APPOINTMENT

2002-present Assistant Professor,
Organizations, Strategy, and International Management,
School of Management,
The University of Texas at Dallas

EDUCATION

Ph.D. **The Ohio State University**
2002 Fisher College of Business
 Majors: International Business, Strategic Management

M.B.A. **The Ohio State University**
1998 Fisher College of Business
 Major: International Business
 Minor: Human Resources

B.A. **Hankuk University of Foreign Studies**
1992 Major: Political Science

RESEARCH INTERESTS

Managing corruption, managing uncertainty in emerging markets, and international entrepreneurship

RESEARCH INTERESTS

International Management
Global Strategy
Cross-cultural Management
Strategic Management

ACADEMIC PUBLICATIONS

- Lee, S.-H.**, & Makhija, M. 2009. Flexibility in internationalization: is it valuable during an economic crisis? *Strategic Management Journal*, forthcoming
- Kim, K., Al-Shammari, H., Kim, B., & **Lee, S.-H.** 2008. CEO Duality Leadership and Corporate Diversification Behavior. *Journal of Business Research*, forthcoming
- Lee S.-H.** & Makhija, M. 2008. The effect of domestic uncertainty on the real options value of international investments. *Journal of International Business Studies*.
forthcoming
- Lee, S.-H.**, Beamish, P., Lee, H., & Park, J. 2008. Strategic Choice during Economic Crisis: Domestic Market Position, Organizational Capabilities and Export Flexibility, *Journal of World Business*, forthcoming.
- Lee, S.-H.**, Shenkar, O., & Li, JT. 2008. Cultural distance, investment flow, and Control in cross-border cooperation. *Strategic Management Journal*, forthcoming
- Lee, S.-H.**, Makhija, M., & Paik, Y. 2008. The value of real options investments under abnormal uncertainty: The case of the Korean economic crisis. *Journal of World Business*, 43: 16-34.
- Lee, S.-H.**, & K. Oh. 2007. Corruption in Asia: pervasiveness and arbitrariness. *Asia Pacific Journal of Management*, 24: 97-114.
This article was featured in the [Economist.com](http://www.economist.com) as one of the noteworthy articles in business journals
(http://www.economist.com/business/globalexecutive/reading/displaystory.cfm?story_id=9135435)
- Lee, S.-H.**, & Peng, M., & Barney, J. 2007. Bankruptcy law and entrepreneurship development: A real options perspective. *Academy of Management Review*, 32: 257-272.
- Peng, M., **Lee, S.-H.**, & Wang, D. 2005. What determines the scope of the firm?: An institutional perspective, *Academy of Management Review*, 30(3), 622-633.
- Peng, M., **Lee, S.-H.**, & Tan, J. 2001. The *Keiretsu* in Asia: Implications for Multilevel Theories of Competitive Advantage, *Journal of International Management*, 7 (4): 253-276

BOOK CHAPTERS

Lee, S.-H., & Lee, S., 2008. The changing face of strategic orientation of Korean firms. In *The changing face of Korean management*. (Eds.) Chris Rowley & Yongsun Paik. Routledge, UK.

Lee, S.-H., & Chung, C. 2007. Geographic Diversification: Risk Reduction or Operational Flexibility. In *A new generation in international strategic management*, (ed.) Steve Tallman, Edward Elgar, UK.

OTHER PUBLICATIONS AND BEST PAPER PROCEEDINGS

Lee, S.-H., Makhija, M. & Song, S. 2008. Growth and switching options in foreign direct investments, *Academy of Management Best Paper Proceedings*

Received the IM division distinguished paper award at the 2008 *Academy of Management*

Paik, Y., & **Lee, S.-H.** 2008. Introduction: The Rapidly Changing Face of Korean Companies. . *Journal of World Business*, 43: 1-4.

Lee, S.-H., Yamakawa, Y., & Peng, M. 2008. An Empirical Examination Of “Barrier To Exit”: How Does An Entrepreneur-Friendly Bankruptcy Law Affect Entrepreneurship Development At A Societal Level? *Frontiers of Entrepreneurship Research*, forthcoming

PAPERS UNDER REVIEW

Alakent, E. & **Lee, S.-H.** 2008. Organizational Downsizing in Times of Crisis: Institutional vs. Economic Forces. under 2nd revision at *Journal of Management Studies*

Chung, C., **Lee, S.-H.**, & Beamish, P. 2008. Subsidiary divestments of Japanese Multinational Corporations during the Asian Economic Crisis: Growth versus Operational Flexibility Perspectives of Real Options Theory. under 2nd revision at *Journal of International Business Studies*.

Lee, S.-H., & Baik, Y. 2008. Corporate Lobbying and Antidumping Relief: Looking into the Byrd amendment. under 1st revision at *Business and Politics*

Ozer, M., & **Lee, S.-H.** 2008. Different levels of participation in corporate political strategies: Collective vs. individual action, under 1st revision at *Business and Politics*

- Lee, S.-H.**, & Oh, K. 2008. Does corruption make firms bribe? An empirical investigation. Under review at *Organization Science*
- Lee, S.-H.**, Yamakawa, Y., & Peng, M. 2008. How does bankruptcy law affects entrepreneurship development around the world? Under review at *Journal of International Business Studies*
- Peng, M., Yamakawa, Y., & **Lee, S.-H.** 2008. Bankruptcy laws and entrepreneur-friendliness around the world. Under review at *Entrepreneurship Theory and Practice*.

PAPER PRESENTATIONS

- Lee, S.-H.**, & Yamakawa, Y. 2008. Forgiving features for failed entrepreneurs vs. cost of financial institutions in bankruptcies: a Real options approach, *Academy of Management Annual Meeting*, Anaheim, CA, August
- Lee, S.-H.**, Bach, S., & Baik, Y. 2008. The impact of new IPO on the value of the incumbent firms. *Academy of Management Annual Meeting*, Anaheim, CA, August
- Lee, S.-H.**, Makhija, M. & Song, S. 2008. Growth and switching options in foreign direct investments, *Academy of Management Annual Meeting*, Anaheim, CA, August
- Song, S., Makhija, M., & **Lee, S.-H.** 2008. The Effect of Exchange Rate Volatility on the Relative Value of Growth and Switching Options in Foreign Direct Investment, *Academy of International Business*, Milan, Italy, July
- Song, S., Makhija, M., & **Lee, S.-H.** 2008. Prior Experience, Absorptive Capacity, and Real Option Value of International Investments, *Academy of International Business*, Milan, Italy, July
- Lee, S.-H.**, & Baik, Y. 2007. Corporate Lobbying and Antidumping Relief: Looking into the Byrd amendment. *Strategic Management Society meeting*. San Diego, CA, October
- Lee, S.-H.**, Oh, K., & Eden, L. 2007. An incomplete contracts theory of bribery. *Academy of International Business*, Indianapolis, Indiana, July
- Lee, S.-H.**, Yamakawa, Y., & Peng, M. 2007. How does bankruptcy law affects entrepreneurship development around the world? *Academy of Management Annual Meeting*, Philadelphia, Pennsylvania, August
- Lee, S.-H.**, Yamakawa, Y., & Peng, M. 2007. An Empirical Examination Of “Barrier To Exit”: How Does An Entrepreneur-Friendly Bankruptcy Law Affect

Entrepreneurship Development At A Societal Level?. *Babson College Entrepreneurship Research Conference, Madrid, Spain*

- Lee, S.-H.**, Bach, S., & Baik, Y. 2007. The impact of new IPO on the value of the incumbent firms: An examination from the institutional theory and strategic group perspective. *Korean Academy of Management, Seoul, Korea, April*
- Chung, C., **Lee, S.-H.**, & Beamish, P. 2006. Obstacles of operational flexibility. Japanese MNCs' divestment decisions on Asia after the economic crisis. 4th AIB-JIBS conference on Emerging Research Frontiers in International Business. San Diego, CA. December
- Lee, S.-H.**, & Oh, K. 2006. Does corruption make firms bribe? An empirical investigation. *Academy of International Business, Beijing, China, July*
- Oh, K. & **Lee, S.-H.** 2006. Dual institutional pressures in the MNEs: The case of corruption in the transition economies. *Academy of International Business, Beijing, China, July*
- Chung, C., **Lee, S.-H.**, & Beamish, P. 2006. Risk reduction or multinational flexibility? Examining behaviors of Japanese firms under conditions of uncertainty. *Academy of Management Annual Meeting, Atlanta, Georgia, August*
- Ozer, M., & **Lee, S.-H.** 2006. Different levels of participation in corporate political strategies: Collective vs. individual action, *Academy of Management Annual Meeting, Atlanta, Georgia, August*
- Kim, H., Hoskisson, R., & **Lee, S.-H.** 2005. International diversification and firm performance of Korean firms: Institutional economics and the resource-based view. *Strategic Management Society Annual Meeting, Orlando, Florida, October*
- Alakent, E. & **Lee, S.-H.** 2005. Organizational Downsizing in Times of Crisis: Institutional vs. Economic Forces. *Academy of Management Annual Meeting, Honolulu, Hawaii, August*
- Makhija, M., **Lee, S.-H.**, & Nayir, D. 2005. Environmental Uncertainty and Risk-taking Behavior. *Academy of International Business, Quebec city, Canada, July*
- Lee, S.-H.**, & Makhija, M. 2004. The effect of environmental uncertainty on the value of international real option investments. *Academy of International Business, Stockholm, Sweden, July*
- Lee, S.-H.**, & Makhija, M. 2004. The real options value of international investments: Evidence from Korean firms. *Academy of Management Annual Meeting, New Orleans, Louisiana, August*

- Lee, S.-H., & Lee, H.** 2004. Economic crisis, domestic competitive position, and export Capabilities of Korean Firms. *Academy of Management Annual Meeting, New Orleans, Louisiana, August*
- Lee, S.-H. & Makhija, M.** 2003. The real options value of international investments by Korean firms, *Academy of Management Annual Meeting, Seattle, Washington, August*
- Peng, M., Lee, S.-H., & Wang, D.** 2003. What determines the scope of the firm?: A focus of institutional relatedness: The case of Korean chaebols, *Academy of Management Annual Meeting, Seattle, Washington, August*
- Lee, S.-H., & Makhija, M.** 2003. The Value of Real Options in a Period of Great Uncertainty, *Academy of International Business, Monterey, CA, July*
- Lee, S.-H., & Makhija, M.** 2003. The real options value of international investments by Korean firms, *Academy of International Business, Monterey, CA, July*
- Lee, S.-H., & Peng, M.** 2002. Governments, entrepreneurs, and positive externalities: A real options perspective, *Academy of Management Annual Meeting, Denver, Colorado, August*
- Lee, S.-H., & Makhija, M.** 2002. The Value of Real Options in a Period of Great Uncertainty, *Academy of Management Annual Meeting, Denver, Colorado, August*
- Lee, S.-H., & Makhija, M.** 2002. The Value of Real Options in a Period of Great Uncertainty, *Edward F. Hayes Graduate Research Forum, The Ohio State University, April*
- Lee, S.-H.** 2001. Thank you economic crisis: Institutional upheaval and entrepreneurship development, *Academy of Management Theory Development Workshop, Washington D.C., August*
- Lee, S.-H.** 2001. Thank you economic crisis: Institutional upheaval and entrepreneurship development, *Edward F. Hayes Graduate Research Forum, The Ohio State University, April*
- Peng, M., Lee, S.-H. & Wang, D.** 2000. What determines the scope of the firm? Institutional insights and extensions from emerging economies, *Academy of International Business Annual Meeting, Phoenix, Arizona, November*
- Lee, S.-H.** 2000. The dynamics of corporate diversification in Japan: Resource-based and real options views, *Academy of Management Theory Development Workshop, Toronto, Canada, August*

PH.D. DISSERTATION COMMITTEE INVOLVEMENTS

<u>Name</u>	<u>Role in the committee</u>	<u>Initial appointment</u>
Haibin Yang 2005	Member	City University of Hong Kong
Mine Ozer 2006	Co-chair	SUNY – Oneonta
Ekin Alakent 2007	Co-chair	Chapman University
Kenny Oh 2008	Co-chair	University of Missouri – St. Louis

AWARDS AND RECOGNITIONS

2008 International Management Division's Samsung distinguished paper award.
Academy of Management, Anaheim, CA. 2008 (with Mona Makhija and Sangcheol Song)

Title of the paper: *Growth and switching options in foreign direct investments*

2007 BCERC award - Office of Advocacy, U. S. Small Business Administration Award for the Best Paper Exploring the Importance of Small Businesses to the U. S. Economy or a Public Issue of Importance to the Entrepreneurial Community, Charlotte, NC. June, 2008 (with Yasuhiro Yamakawa and Mike Peng)

Title of the paper: *Entrepreneurship and the Barrier to Exit: How Does an Entrepreneur-Friendly Bankruptcy Law Affect Entrepreneurship Development at a Societal Level?*

Selected as one of the three up and coming scholars, 4th annual AIB/JIBS conference. San Diego, CA November, 2006

Invited to contribute to a book for promising junior scholars in international strategic management "A new generation in international strategic management" edited by Steve Tallman, 2007

Second place, Edward F. Hayes Graduate Research Forum, April, 2002
Graduate School, The Ohio State University

Graduate Student Alumni Research Award, June, 2001

Graduate School, The Ohio State University

CIBER Research Travel Grants, 1999 – 2001

CIBER, The Ohio State University

Academic Excellence in Human Resource Management, June, 1998

Fisher College of Business MBA faculty, The Ohio State University

EDITORIAL BOARDS

Journal of World Business July 2005 – present

Asia Pacific Journal of Management January 2007 - present

TEACHING EXPERIENCE

University of Texas at Dallas (Fall 2002 – present)

International Business (Fall 2002 – Spring 2008)

3-credit undergraduate core course examining major concepts related to international business environment and managing internationally

Global Strategy (Fall 2006)

3-credit undergraduate core course for international business majoring students

Strategic Management (Fall 2004 and Spring 2006)

3-credit MBA capstone course covering strategy formulation and implementation

Global Economy (Spring 2005)

2-credit cohort MBA required core course covering global environment of multinational firms

International Business seminar (Fall 2003, 2005, and 2007)

3-credit Ph.D. seminar covering main theories and empirical studies in international business

Advanced Strategic Management seminar (Fall 2006)

3-credit Ph.D. seminar covering main theories and empirical studies in strategic management and related areas such as finance and economics

Chonnam University (Summer 2008 - Kwangju, Korea)

Cross-cultural Management (Summer 2008)

2-credit cohort MBA elective covering cultural difference and its impact on managing multinational corporations

The Ohio State University (Fall 1998 – Summer 2002)

Strategic Management (Fall 2000 – Spring 2002)

3-credit undergraduate capstone course covering strategy formulation and implementation

Introduction to Management (Spring 2000)

3-credit undergraduate core course covering basics of management

REVIEWER EXPERIENCE

Peer Reviewed Journals: *Academy of Management Journal*, *Academy of Management Review*, *Organization Science*, *Journal of International Business Studies*, *Journal of World Business* (editorial board), *Asia Pacific Journal of Management* (editorial board), *Small Business Economics*, and *International Small Business Journal*

Academic Conferences: *Academy of Management* (Business Policy and Strategy and International Management Divisions), *Academy of International Business*

PROFESSIONAL EXPERIENCE

Lecturer or Translator

Chonnam University MBA program

June-July 2008

Kwangju, Korea

Samsung Insurance company manager education program

July, 2006

Los Angeles

Korea University International program

July – August, 2006

Seoul, Korea

UT-Dallas executive education program

Executive Education Program

School of Management
University of Texas at Dallas
June, 2006

New Millennium Korean CEO Executive Education

Executive Education Program
Fisher College of Business
The Ohio State University
Jun. 2000

Chungnam University (Korea) R&D Manager Education

Executive Education Program
Fisher College of Business
The Ohio State University
Dec. & Jul. 2000 - 2001

Consultant **The Grail Corporation**, Seoul, Korea
Sep. 1995 – Aug. 1996

Assistant Manager **Korea Federation of Small Business**, Seoul, Korea
Mar. 1993 – Aug. 1995

Supply Sergeant **A Company, 1/503rd Infantry, 2nd Division**, Tongducheon, Korea
Mar. 1988 – Jun. 1990

ACADEMIC AFFILIATIONS

Academy of Management
Academy of International Business
Strategic Management Society