

## **Inhyeock “Ian” Lee, Ph.D.**

Professor for IB & Strategy  
Department of Management,  
Quinlan School of Business  
Loyola University Chicago  
16 East Pearson Street, Chicago, IL 60611  
[ilee1@luc.edu](mailto:ilee1@luc.edu)

### **EDUCATION:**

#### **Doctor of Philosophy in Business (Aug. 2002 ~ May 2007)**

Kelley School of Business, Indiana University, Bloomington, Indiana, USA  
Dissertation: Three Essays on Entrepreneurship, Multinationals, and Location Strategies

#### **Master of Public Administration (Mar. 1992 ~ Feb. 1995): Summa Cum Laude Graduated Top Seat with the Highest Academic Performance**

Graduate School of Public Administration, Seoul National University, Korea

#### **Bachelor of Business Administration (Mar. 1988 ~ Feb. 1992): Summa Cum Laude Graduated Top Seat with the Highest Academic Performance**

School of Business Administration, Seoul National University, Korea

### **ACADEMIC EXPERIENCE:**

#### **Visiting Research Scholar for Multinational Enterprises (MNEs) (Fall 2023)**

Korea Institute of Public Affairs, Graduate School of Public Administration,  
Seoul National University, Seoul, Korea

#### **Professor for International Business/Strategy (July 2022 ~ )**

Department of Management, Quinlan School of Business,  
Loyola University Chicago, Chicago, Illinois

#### **Associate Professor for International Business/Strategy (July 2015 ~ June 2022)**

Department of Management, Quinlan School of Business,  
Loyola University Chicago, Chicago, Illinois

#### **Visiting Research Professor for International Business (Summer 2019)**

Department of International Business & Strategy, Henley Business School,  
University of Reading, Reading, UK

#### **Invited Visiting Professor for International Summer Semester (Summer 2014, 2015, 2018, 2019, 2022, 2023 & 2024)**

Humanities & Social Sciences Campus, International Affairs Division,  
SungKyunKwan University, Seoul, Korea

**Assistant Professor for International Business/Strategy (Aug. 2012 ~ June 2015)**  
Department of Management, Quinlan School of Business,  
Loyola University Chicago, Chicago, Illinois

**Assistant Professor for International Business/Strategy (Aug. 2007 ~ May 2012)**  
Department of Management, Gordon Ford College of Business,  
Western Kentucky University, Bowling Green, Kentucky

*\* The Tenured Committee in the Department of Management at WKU made a unanimous decision on my early tenure and promotion in October, 2011.*

**Associate Instructor (Aug. 2004 ~ May 2006)**  
Business Economics & Public Policy, Kelley School of Business,  
Indiana University, Bloomington, Indiana

**Adjunct Instructor (Aug. 2003 ~ May 2004)**  
Business Economics & Public Policy, Kelley School of Business,  
Indiana University, Bloomington, Indiana

**GOVERNMENT EXPERIENCE:**

**Deputy Director (Mar. 2002 ~ Aug. 2002)**  
Unfair Trade Investigation Division, Korean Trade Commission  
Ministry of Commerce, Industry & Energy, Kwacheon, Korea

**Attendant Secretary/Policy Aide to the Minister (Apr. 2001 ~ Mar. 2002)**  
Minister's Office  
Ministry of Commerce, Industry & Energy, Kwacheon, Korea

**Deputy Director (Feb. 2000 ~ Apr. 2001)**  
Industrial Location & Environment Division  
Ministry of Commerce, Industry & Energy, Kwacheon, Korea

**Lieutenant, the Republic of Korea Air Force (Oct. 1996 ~ Feb. 2000)**  
In Charge of Troop Information and Education, Osan, Korea

**Deputy Director (Nov. 1995 ~ Oct. 1996)**  
Regional Cooperation Division  
Ministry of Trade, Industry & Energy, Kwacheon, Korea

**Deputy Director on Probation (Apr. 1995 ~ Nov. 1995)**  
**Passed the Higher Administrative Civil Service Examination**  
Ministry of Government Administration, Seoul, Korea

**PUBLICATIONS:**

< Peer-reviewed Journal Articles >

1. **Lee, I.H.**, Hong, E., and Shin, J.K. (2023) Multinational Enterprises, Intra-regional Cross-border M&As, and Performance: Location Advantages of Market versus Knowledge. *International Business Review*, 32(6): 102177.

Acceptance Rate from Cabell's: 15%

**SSCI** Journal / Impact Factor of 5.915 (2020)

'A' Journal on the 2019 ABDC Journal List

**#3 in International Business** on the 2021 Google Scholar Journal Ranking

2. **Lee, I.H.** and Lévesque, M. (2023) Do Resource-constrained Early-stage Firms Balance their Internal Resources across Business Activities? If So, Should They? *Journal of Business Research*, 159: 113410.

Acceptance Rate from Cabell's: 6-10%

**SSCI** Journal / Impact Factor of 7.550 (2020)

'A' Journal on the 2019 ABDC Journal List

**#1 in Marketing / #1 in Strategic Management / #2 in Business, Economics & Management** on the 2021 Google Scholar Journal Ranking

3. Lee, Y.H. and **Lee, I.H.** (2022) A Regional Analysis of Crime Heterogeneity and Small- and Medium-sized Enterprise (SME) Location Choices: Recent Evidence from South Korea. *Asian Business & Management*, 21: 569-597.

Acceptance Rate from Cabell's: 10%

**SSCI** Journal / Impact Factor of 4.800 (2020)

'C' Journal on the 2019 ABDC Journal List

4. **Lee, I.H.** (2022) Startups, Relocation, and Firm Performance: A Transaction Cost Economics Perspective. *Small Business Economics*, 58: 205-224.

Acceptance Rate from Cabell's: 20%

**SSCI** Journal / Impact Factor of 8.164 (2020)

'A' Journal on the 2019 ABDC Journal List

**#2 in Entrepreneurship & Innovation** on the 2021 Google Scholar Journal Ranking

5. **Lee, I.H.**, Kim, S.M., and Green, S. (2021) Social Enterprises and Market Performance: The Moderating Roles of Innovativeness, Sectoral Alignment, and Geographic Localization. *Journal of Business Research*, 132: 491-506.

Acceptance Rate from Cabell's: 6-10%

**SSCI** Journal / Impact Factor of 7.550 (2020)

'A' Journal on the 2019 ABDC Journal List

**#1 in Marketing / #1 in Strategic Management / #2 in Business, Economics & Management** on the 2021 Google Scholar Journal Ranking

6. **Lee, I.H.**, Hong, E., and Makino, S. (2020) The Effect of Non-conventional Outbound Foreign Direct Investment (FDI) on the Domestic Employment of Multinational Enterprises (MNEs). *International Business Review*, 29(3): 101671.  
➔ **Runner-up for the 2020 Best Paper Award in IBR (December 2021).**

Acceptance Rate from Cabell's: 15%  
SSCI Journal / Impact Factor of 5.915 (2020)  
'A' Journal on the 2019 ABDC Journal List  
**#3 in International Business** on the 2021 Google Scholar Journal Ranking

7. Park, S., **Lee, I.H.**, and Kim, J.E. (2020) Government Support and Small- and Medium-sized Enterprise (SME) Performance: The Moderating Effects of Diagnostic and Support Services. *Asian Business & Management*, 19(2): 213-238.

Acceptance Rate from Cabell's: 10%  
SSCI Journal / Impact Factor of 4.800 (2020)  
'C' Journal on the 2019 ABDC Journal List

8. Hong, E., **Lee, I.H.**, and Makino, S. (2019) Outbound Foreign Direct Investment (FDI) Motivation and Domestic Employment by Multinational Enterprises (MNEs). *Journal of International Management*, 25(2): 100657.

Acceptance Rate from Cabell's: 7-8%  
SSCI Journal / Impact Factor of 4.645 (2020)  
'A' Journal on the 2019 ABDC Journal List  
**#15 in International Business** on the 2021 Google Scholar Journal Ranking

9. Sun, L., **Lee, I.H.**, and Hong, E. (2017) Does Foreign Direct Investment Stimulate New Firm Creation? In Search of Spillovers through Industrial and Geographical Linkages. *Small Business Economics*, 48(3): 613-631.

Acceptance Rate from Cabell's: 20%  
SSCI Journal / Impact Factor of 8.164 (2020)  
'A' Journal on the 2019 ABDC Journal List  
**#2 in Entrepreneurship & Innovation** on the 2021 Google Scholar Journal Ranking

10. **Lee, I.H.**, Paik, Y., and Uygur, U. (2016) Does Gender Matter in the Export Performance of International New Ventures?: Mediation Effects of Firm-specific and Country-specific Advantages. *Journal of International Management*, 22(4): 365-379.

Acceptance Rate from Cabell's: 7-8%  
SSCI Journal / Impact Factor of 4.645 (2020)  
'A' Journal on the 2019 ABDC Journal List  
**#15 in International Business** on the 2021 Google Scholar Journal Ranking

11. **Lee, I.H.**, Hong, E., and Makino, S. (2016) Location Decisions of Inward FDI in Sub-national Regions of a Host Country: Service versus Manufacturing Industries. *Asia Pacific Journal of Management*, 33(2): 343-370.

Acceptance Rate from Cabell's: 11-20%  
SSCI Journal / Impact Factor of 5.616 (2020)  
'A' Journal on the 2019 ABDC Journal List  
**#12 in International Business** on the 2021 Google Scholar Journal Ranking

12. Marvel, M.R., **Lee, I.H.**, and Wolfe, M.T. (2015) Entrepreneur Gender and Firm Innovation Activity: A Multilevel Analysis. *IEEE Transactions on Engineering Management*, 62(4): 558-567.

Acceptance Rate from Cabell's: 15%  
SSCI Journal / Impact Factor of 6.146 (2020)  
'A' Journal on the 2019 ABDC Journal List

13. **Lee, I.H.**, Makino, S., and Hong, E. (2015) Outward FDI Does Not Necessarily Cost Domestic Employment of MNEs at Home: Evidence from Japanese MNEs. *Columbia FDI Perspectives*, 148: 1-3.

Impact Factor Undetermined

14. Hong, E., **Lee, I.H.**, Sun, L., and Harrison, R. (2015) Entrepreneurship across Time and Space: Empirical Evidence from Korea. *Small Business Economics*, 44(3): 705-719.

Acceptance Rate from Cabell's: 20%  
SSCI Journal / Impact Factor of 8.164 (2020)  
'A' Journal on the 2019 ABDC Journal List  
**#2 in Entrepreneurship & Innovation** on the 2021 Google Scholar Journal Ranking

15. **Lee, I.H.** and Marvel, M.R. (2014) Revisiting the Entrepreneur Gender-Performance Relationship: A Firm Perspective. *Small Business Economics*, 42(4): 769-786.

Acceptance Rate from Cabell's: 20%  
SSCI Journal / Impact Factor of 8.164 (2020)  
'A' Journal on the 2019 ABDC Journal List  
**#2 in Entrepreneurship & Innovation** on the 2021 Google Scholar Journal Ranking

16. **Lee, I.H.**, Hong, E., and Sun, L. (2014) Inward Foreign Direct Investment and Domestic Entrepreneurship: A Regional Analysis of Firm Creation in Korea. *Regional Studies*, 48(5): 910-922.

Acceptance Rate from Cabell's: N/A  
SSCI Journal / Impact Factor of 4.672 (2020)  
'A\*' Journal on the 2019 ABDC Journal List  
**#6 in Urban Studies & Planning** on the 2021 Google Scholar Journal Ranking

17. **Lee, I.H.** (2014) Location Choices of Inbound FDI in the Recovery from a Financial Crisis: Evidence from South Korea. *Current Topics in Management*, 17: 83-100.

Impact Factor Undetermined

18. **Lee, I.H.** (2013) The M Curve and the Multinationality-Performance Relationship of Korean INVs. *Multinational Business Review*, 21(3): 214-231.  
➔ **Recipient for the 2014 Literati Award at MBR: Highly Commended Paper.**

Acceptance Rate from Cabell's: 42%  
SSCI Journal / Impact Factor of 2.886 (2020)  
'B' Journal on the 2019 ABDC Journal List

19. **Lee, I.H.**, Hong, E., and Sun, L. (2013) Regional Knowledge Production and Entrepreneurial Firm Creation: Spatial Dynamic Analyses. *Journal of Business Research*, 66(10): 2106-2115.

Acceptance Rate from Cabell's: 6-10%  
SSCI Journal / Impact Factor of 7.550 (2020)  
'A' Journal on the 2019 ABDC Journal List  
**#1 in Marketing / #1 in Strategic Management / #2 in Business, Economics & Management**  
on the 2021 Google Scholar Journal Ranking

20. **Lee, I.H.** and Rugman, A.M. (2012) Firm-Specific Advantages, Inward FDI Origins, and Performance of Multinational Enterprises. *Journal of International Management*, 18(2): 132-146.

Acceptance Rate from Cabell's: 7-8%  
SSCI Journal / Impact Factor of 4.645 (2020)  
'A' Journal on the 2019 ABDC Journal List  
**#15 in International Business** on the 2021 Google Scholar Journal Ranking

21. **Lee, I.H.** (2012) Cluster Formation by Foreign Firms in Emerging Economies and International Joint Ventures: A Game-Theoretic Approach. *International Regional Science Review*, 35(2): 211-236.

Acceptance Rate from Cabell's: 11-20%  
SSCI Journal / Impact Factor of 2.477 (2020)  
'B' Journal on the 2019 ABDC Journal List

22. **Lee, I.H.**, Lévesque, M., and Minniti, M. (2012) Employees' Break-offs and Location Selection: The Birth of Industrial Clusters. *IEEE Transactions on Engineering Management*, 59(2): 278-292.

Acceptance Rate from Cabell's: 15%  
SSCI Journal / Impact Factor of 6.146 (2020)  
'A' Journal on the 2019 ABDC Journal List

23. **Lee, I.H.** (2011) Security, Uncertainty, and International Joint Ventures: A Game Theory Approach. *International Trade Journal*, 25(4): 433-464.

Acceptance Rate from Cabell's: 11-20%  
Impact Factor Undetermined  
'B' Journal on the 2019 ABDC Journal List

24. **Lee, I.H.** (2010) The M Curve: The Performance of Born Regional Firms from Korea. *Multinational Business Review*, 18(4): 1-22.

Acceptance Rate from Cabell's: 42%  
SSCI Journal / Impact Factor of 2.886 (2020)  
'B' Journal on the 2019 ABDC Journal List

25. **Lee, I.H.** and Marvel, M.R. (2009) The Moderating Effects of Home Region Orientation on R&D Investment and International SME Performance: Lessons from Korea. *European Management Journal*, 27(5): 316-326.

Acceptance Rate from Cabell's: 7-8%  
SSCI Journal / Impact Factor of 5.075 (2020)  
'B' Journal on the 2019 ABDC Journal List  
#18 in Strategic Management on the 2021 Google Scholar Journal Ranking

26. **Lee, I.H.** and Rugman, A.M. (2009) Multinationals and Public Policy in Korea. *Asian Business & Management*, 8(1): 59-82.

Acceptance Rate from Cabell's: 10%  
SSCI Journal / Impact Factor of 4.800 (2020)  
'C' Journal on the 2019 ABDC Journal List

< **Scholarly Book(s)/Book Chapter(s)** >

1. Verbeke, A. and **Lee, I.H.** (2022) *International Business Strategy (3<sup>rd</sup> edition)*. Cambridge, UK: Cambridge University Press.
2. **Lee, I.H.** (2020) Inbound Foreign Direct Investment (FDI) into Korea: 2005 – 2017. In F.J. Froese (Eds.), *Doing Business in Korea*. New York, NY: Routledge. pp. 61-80.
3. **Lee, I.H.** (2018) Multinational Enterprises (MNEs). In A. Rahim (Eds.), *Management: Theory, Research, and Practice: 3<sup>rd</sup> Edition*. San Diego, CA: Cognella Academic Publishing. pp. 241-260.
4. Rugman, A.M., **Lee, I.H.**, and Terjesen, S. (2015) International Entrepreneurship (IE) in a World of Broad Triad Regions: An International Business (IB) Perspective. In S. Fernhaber and S. Prashantham (Eds.), *The Routledge Companion to International Entrepreneurship*. New York, NY: Routledge. pp. 202-218.
5. **Lee, I.H.** (2012 and 2015) Managing Multinational Enterprises (MNEs). In A. Rahim (Eds.), *Management: Theory, Research, and Practice*. San Diego, CA: University Readers, Inc. pp. 173-184.

6. **Lee, I.H.** (2012) International New Ventures: Born Global or Regional? In M. Marvel and J.G. Golson (Eds.), *Encyclopedia of New Venture Management*. Thousand Oaks, CA: SAGE Publications, Inc. pp. 279-281.
7. Marvel, M.R. and **Lee, I.H.** (2011) Gender and the Innovation Activity of Entrepreneurs: A Multilevel Analysis. *Frontiers of Entrepreneurship Research*, 31(8): 283-296.
8. Rugman, A.M., **Lee, I.H.**, and Terjesen, S. (2011) Are Born Global Firms Really Born Regional? *Frontiers of Entrepreneurship Research*, 31(16): 539.
9. **Lee, I.H.** and Paik, Y. (2010) The Effects of Family Value on Entrepreneurship in East Asian Countries. In T.Y. Shim (Eds.), *Korean Entrepreneurship: The Foundation of the Korean Economy*. New York: Palgrave Macmillan. pp. 91-111.
10. Paik, Y. and **Lee, I.H.** (2010) Entrepreneurial Leadership of Korean Companies in the Global Market. In T.Y. Shim (Eds.), *Korean Entrepreneurship: The Foundation of the Korean Economy*. New York: Palgrave Macmillan. pp. 179-201.
11. **Lee, I.H.** and Brain, C. (2009) *Instructor's Manual for Rugman & Collinson's International Business (5<sup>th</sup> Edition)*. UK: Pearson Education Limited.

### **CURRENT RESEARCH:**

#### **< Journal Articles under Review >**

1. "Multinational Enterprises, Subsidiary Employment in Host Countries, and Heterogeneity in Corporate Social Responsibility" **Co-authored with Dr. Eunsuk Hong at University of London, Dr. Jae C. Jung at University of Missouri-Kansas City, and Dr. Shige Makino at Kyoto University**, Under the 1<sup>st</sup> review at the *International Business Review*.
2. "Entrepreneurship and Employment: The Simultaneous Impacts of Firm Birth versus Death on Regional Employment across the United States during 1978 - 2014," **Co-authored with Dr. Eunsuk Hong at University of London**, Under the 1<sup>st</sup> review at the *Review of Regional Studies*.

#### **< Work in Progress >**

1. "Multinational Enterprises (MNEs), Subsidiary Relocation, and MNE Performance" **Co-authored with Dr. Eunsuk Hong at University of London**, Targeting the *Journal of International Business Studies*.
2. "International New Ventures (INVs), Intra-regional Cross-border M&A Deals, and Speed of Deal Completion: Moderating Effects of Knowledge Augmentation" **Co-authored with Dr. Eunsuk Hong at University of London**, Targeting the *Journal of International Business Studies*.



3. “Emerging Economy Multinational Enterprises (EMNEs) and Foreign Acquisitions: Intra-regional and Inter-sectoral Effects on Knowledge-seeking Foreign Acquisitions” **Co-authored with Dr. Eunsuk Hong at University of London**, Targeting the *Journal of International Business Studies*.
4. “The Sectoral Heterogeneity of Spillover Distances between Inbound FDI and Domestic Entrepreneurship: A Geographic Perspective,” **Sole-authored**, Work in progress.
5. “Foreign Direct Investment (FDI) Symmetry in Emerging Economies” **Sole-authored**, Work in progress.
6. “Female-owned Small- and Medium-sized Enterprises (SMEs), Crime Heterogeneity, and Location Choices: Are They Vulnerable to Certain Types of Local Crimes?” **Sole-authored**, Work in progress.
7. “Digitalization, International New Ventures (INVs), and their Geography: Access to Market versus Knowledge” **Sole-authored**, Work in progress.

#### **CONFERENCE PRESENTATIONS:**

1. “Balancing Firms Births versus Deaths? The Impacts of Entrepreneurship on Regional Employment in the United States,” Presented at the *2024 Regional Studies Association (RSA) Winter Conference*, London, UK, November 2024.
2. “Emerging Economy Multinational Enterprises (EMNEs) and Foreign Acquisitions: Intra-Regional and Intra-Sectoral Effects on the Deal Completion Speed of Foreign Acquisitions,” Presented at the *Annual Meeting of the Academy of International Business (AIB)*, Seoul, South Korea, July 2024.
3. “Subsidiary Relocation and Performance of Multinational Enterprises (MNEs),” Presented at the *Annual Meeting of the Academy of International Business (AIB)*, Seoul, South Korea, July 2024.
4. “Multinational Enterprises and Heterogeneity in Corporate Social Responsibility: Impacts on Subsidiary Employment,” Presented at the *North American Management Society (NAMS) for the 2024 MBAA International Conference: Association of International Business, Research, and Practice (AIBRP)*, Chicago, IL, USA, April 2024.
5. “Intra-regional Cross-border M&As by MNEs: Access to Market versus Knowledge,” Presented at the *Annual Meeting of the Academy of Management (AOM)*, Boston, MA, USA, August 2023.  
**➔ Finalist for (1) the CEIBS Best Paper Award and (2) the HKUST Best Paper in Global Strategy Award at the 2023 Academy of Management (AOM) Annual Meeting.**

6. "Performance of Market-seeking versus Knowledge-seeking Cross-Border M&A Deals," Presented at the *Annual Meeting of the Academy of International Business-UK & Ireland (AIB-UKI)*, Glasgow, UK, April 2023.
7. "MNEs, Heterogeneity in Corporate Social Responsibility, and Subsidiary Employment in Host Countries," Presented at the *Annual Meeting of the Academy of Management (AOM)*, Seattle, WA, USA, August 2022.
8. "Do Resource-constrained Early-stage Firms Balance their Internal Resources across Business Activities? If So, Should They?" Presented at the *School of Business, Seoul National University*, Seoul, Korea, June 2022.
9. "Resource Allocation for Resource-constrained New Firms: Do Balanced Strategies Outperform Pure Strategies?" Presented at the *College of Business, Colorado State University*, Fort Collins, CO, April 2022.
10. "Multinational Enterprises (MNEs), Outbound Foreign Direct Investment (FDI), and Domestic Employment" Presented via Zoom at the *Graduate School of Public Administration, Seoul National University*, Seoul, Korea, March 2022.
11. "A Balanced Strategy Performs Better than a Pure Strategy," Accepted for Presentation at the *Annual Meeting of the Academy of Management (AOM)*, August 2021. (Withdrawn due to the COVID-19 pandemic)  
**➔ Selected as one of the best papers at the 2021 Academy of Management (AOM) Annual Meeting.**
12. "Performance of Intra-Regional versus Inter-Regional Cross-Border M&A Deals," Accepted for Presentation at the *Annual Meeting of the Academy of International Business (AIB)*, July 2021. (Withdrawn due to the COVID-19 pandemic)
13. "The Simultaneous Impacts of Firm Birth versus Death on Regional Employment: The case of the U.S.," Accepted for Presentation at the *Annual Meeting of the Academy of Management (AOM)*, Vancouver, BC, Canada, August 2020. (Withdrawn due to the COVID-19 pandemic)
14. "SME Location Choices and Local Crime Heterogeneity: Recent Evidence from South Korea," Accepted for Presentation at the *Annual Meeting of the European Academy of Management (EURAM)*, Dublin, Ireland, June 2020. (Withdrawn due to the COVID-19 pandemic)
15. "SME Location and Crime Heterogeneity," Accepted for Presentation at the *2020 Regional Studies Association (RSA) Annual Conference*, Ljubljana, Slovenia, June 2020. (Withdrawn due to the COVID-19 pandemic)

16. “Multinational Enterprises, Cross-Border M&A Deals, and Their Performance: A Regional Perspective,” Presented at the *Annual Meeting of the Academy of Management (AOM)*, Boston, MA, USA, August 2019.
17. “Social Entrepreneurship and Market Performance: The Moderating Role of Innovativeness, Sectoral Representation, and Community Orientation,” Presented at the *2019 Innovation, Entrepreneurship and Knowledge Academy (INEKA) Annual Conference*, Verona, Italy, June 2019.
18. “Multinational Enterprises, Cross-border M&A Deals, and Performance: A Regional Perspective,” Presented at the *Henley Business School, University of Reading*, Reading, UK, May 2019.
19. “Effect of Non-conventional Foreign Direct Investment (FDI) on the Domestic Employment of Multinational Enterprises (MNEs),” Presented at the *Annual Meeting of the Academy of Management (AOM)*, Chicago, IL, USA, August 2018.
20. “Intra- versus Inter-state Relocation Strategies of U.S. Startups and their Performance,” Presented at the *Annual Meeting of the Academy of Management (AOM)*, Chicago, IL, USA, August 2018.
21. “Entrepreneurship, Relocation Strategies, and Startup Performance: Evidence from U.S. Startups,” Presented at the *2017 Regional Studies Association (RSA) Winter Conference*, London, UK, November 2017.
22. “Non-conventional Forms of Outbound Foreign Direct Investment (OFDI) by Multinational Enterprises (MNEs),” Presented at the *Annual Meeting of the Academy of International Business (AIB)*, Dubai, UAE, July 2017.
23. “A Multi-level Analysis of the U.S. Start-ups’ Relocation Decisions,” Presented at the *2017 United States Association for Small Business and Entrepreneurship (USASBE) Conference*, Philadelphia, PA, USA, January 2017.  
**➔ Recipient for the 2017 USASBE Best Paper Award in Entrepreneurship and Public Policy.**
24. “Balanced Strategy of New Ventures under Resource Constraints – R&D versus Marketing Capabilities and New Venture Performance,” Presented at the *2017 United States Association for Small Business and Entrepreneurship (USASBE) Conference*, Philadelphia, PA, USA, January 2017.
25. “Social Enterprises, Entrepreneurship, and Firm Performance,” Presented at the *2016 Decision Sciences Institute (DSI) Annual Conference*, Austin, TX, USA, November 2016.
26. “Relocation Strategies of Entrepreneurial Firms and their Performance Implications,” Presented at the *2016 Decision Sciences Institute (DSI) Annual Conference*, Austin, TX, USA, November 2016.

27. “Outbound FDI, Investment Motivations, and Domestic Employment of MNEs,” Presented at the *Annual Meeting of the Academy of Management (AOM)*, Anaheim, CA, USA, August 2016.
28. “Social Entrepreneurship in the United States: Founding Characteristics, Market Participation, and Financial Performance,” Presented at the *61<sup>st</sup> World Conference of the International Council for Small Business (ICSB)*, NJ/NY, USA, June 2016.  
**➔ Recipient for the 2016 ICSB JSBM Best Overall Paper Award.**
29. “New Firms, Relocation Strategy, and Performance,” Presented at the *61<sup>st</sup> World Conference of the International Council for Small Business (ICSB)*, NJ/NY, USA, June 2016.
30. “The Sectoral and Spatial Impacts of Inward Foreign Direct Investment on Indigenous New Firm Creation in the Republic of Korea,” Presented at the *2015 Asian Academy of Management (AAOM)*, Hong Kong, June 2015.
31. “Social Enterprise in the United States: Theory and Practice,” Presented at the *20<sup>th</sup> Annual World Forum of the International Association of Jesuit Business Schools (IAJBS)*, Seoul, Korea, July 2014.
32. “Does Outbound FDI Affect Domestic Employment? The Role of Investment Motivations,” Presented at the *Annual Meeting of the Academy of International Business (AIB)*, Vancouver, Canada, July 2014.
33. “The Spatial and Temporal Dynamics of Entrepreneurial Activity: The Impact of Firm Creation versus Death on Employment across the U.S.” Presented at the *59<sup>th</sup> World Conference of the International Council for Small Business (ICSB)*, Dublin, Ireland, June 2014.
34. “Entrepreneurs’ Gender and International Export Performance” Presented at the *59<sup>th</sup> World Conference of the International Council for Small Business (ICSB)*, Dublin, Ireland, June 2014.
35. “Deep Integration along the Silk Road: Evidence from Foreign Direct Investment (FDI),” Presented at the *International Business Workshop on Land and Marine Silk Road Countries: Past, Present, and Future*, Chicago, IL, March 2014.
36. “International New Ventures, Gender, and Export Performance,” Presented at the *2014 United States Association for Small Business and Entrepreneurship (USASBE) Conference*, Fort Worth, Texas, January 2014.  
**➔ Recipient for the 2014 USASBE Best Empirical Paper Award.**

37. "Inward FDI and Domestic Entrepreneurship in Host countries: The Joint Effects of Sectoral and Spatial Spillovers," Presented at the *Annual Meeting of the Academy of Management (AOM)*, Orlando, FL, USA, August 2013.
38. "International New Ventures, Founder Gender, and Export Performance," Presented at the *Annual Meeting of the Academy of International Business (AIB)*, Istanbul, Turkey, July 2013.
39. "The Sectoral and Spatial Impacts of Inward Foreign Direct Investment on Indigenous New Firm Creation in the Republic of Korea," Presented at the *Annual Meeting of the Academy of International Business (AIB)*, Istanbul, Turkey, July 2013.
40. "Entrepreneur Gender and Performance: The Mediating Role of Firm Resources, Industries, and Regional Location," Presented at the *Annual Meeting of the Academy of Management (AOM)*, Boston, MA, USA, August 2012.
41. "Regional Knowledge Production and Entrepreneurial Firm Creation: A Spatial Dynamic Analysis of the Case of Korea," Presented at the *2012 Global Innovation and Knowledge Academy (GIKA) Conference*, Valencia, Spain, July 2012.  
**→ Selected as one of the best papers at the 2012 GIKA Conference.**
42. "Sectoral Heterogeneity, Inward FDI, and Location Decisions at Sub-national Regions of a Host Country," Presented at the *Annual Meeting of the Academy of International Business (AIB)*, Washington DC, USA, July 2012.
43. "The Impact of Inward FDI on Indigenous New Firm Creation: Spatial and Sectoral Effects," Presented at the *Annual Meeting of the Academy of International Business-Midwest (AIB-Midwest)*, Chicago, IL, USA, March 2012.  
**→ Recipient for the 2012 McGraw-Hill/Irwin Distinguished Paper Award.**
44. "Regional Innovative Capabilities and Firm Creation: A Regional Analysis," Presented at the *Annual Meeting of the Academy of Management (AOM)*, San Antonio, TX, USA, August 2011.  
**→ Nominated for the Carolyn Dexter Award of the 2011 Academy of Management (AOM) Annual Meeting.**
45. "Are Born Global Firms Really Born Regional?" Presented at the *Annual Meeting of the Academy of Management (AOM)*, San Antonio, TX, USA, August 2011.
46. "Gender and the Innovation Activity of Entrepreneurs: A Multilevel Analysis," Presented at the *Babson College Entrepreneurship Research Conference*, Syracuse, NY, USA, June 2011.  
**→ Selected as one of the best papers to be published in the Frontiers of Entrepreneurship Research (FER) 2011.**

47. "Are Born Global Firms Really Born Regional?" Presented at the *Babson College Entrepreneurship Research Conference*, Syracuse, NY, USA, June 2011.
48. "Exploring Gender Differences in the Innovation Activity of Entrepreneurs: A Multi-dimensional Analysis," Presented at the *Institute for Operations Research and the Management Sciences (INFORMS) Annual Meeting*, Austin, TX, USA, November 2010.  
**➔ Invited as a presenter for the Technology Management/New Product Development Cluster on "Models in Entrepreneurship."**
49. "Founder Gender, Location Strategy, and New Firm Performance," Presented at the *Annual Meeting of the Academy of Management (AOM)*, Montréal, Canada, August 2010.
50. "The Spatial and Temporal Dynamics of Entrepreneurial Activity: New Firm Creation in Korea," Presented at the *Annual Meeting of the Academy of Management (AOM)*, Montréal, Canada, August 2010.  
**➔ Published in the Best Paper Proceedings of the 2010 Academy of Management (AOM) Annual Meeting.**
51. "Regional Innovative Capabilities and Firm Creation: A Regional Analysis," Presented at the *17<sup>th</sup> Annual International Conference on Advances in Management (ICAM)*, Atlanta, GA, USA, July 2010.
52. "The Performance of Born Regional Firms from Korea," Presented at the *17<sup>th</sup> Annual International Conference on Advances in Management (ICAM)*, Atlanta, GA, USA, July 2010.
53. "Exploring gender differences in the innovation activity of entrepreneurs: A multi-dimensional analysis" Presented at the *55<sup>th</sup> World Conference of the International Council for Small Business (ICSB)*, Cincinnati, OH, USA, June 2010.
54. "Employees' Break-offs and the Birth of Industrial Clusters," Presented at the *Production and Operations Management Society (POMS) Annual Conference*, Vancouver, Canada, May 2010.
55. "The Regional Strategies and Performance of International New Ventures from Korea," Presented at the *International Business Research Seminar on Regional Integration and Globalization: The Experience in Europe, North America, and Asia*, St. Louis, MO, USA, September 2009.
56. "Internationalization Strategies of Korean Entrepreneurial Firms," Presented at the *Annual Meeting of the Academy of Management (AOM)*, Chicago, IL, USA, August 2009.  
**➔ Invited as a panelist for the Professional Development Workshop (PDW) on "Key Issues of Korean Entrepreneurship: Current Status and Future Challenge."**

57. "The Moderating Effects of Home Region Orientation on R&D Investment and International SME Performance: Lessons from Korea," Presented at the *Annual Meeting of the Academy of Management (AOM)*, Chicago, IL, USA, August 2009.
58. "The Regional Strategies and Performance of International New Ventures from Korea," Presented at the *Annual Meeting of the Academy of Management (AOM)*, Chicago, IL, USA, August 2009.
59. "Multinationals in Manufacturing vs. Service Industries: Do They Implement Different Location Strategies in Host Countries?," Presented at the *16<sup>th</sup> Annual International Conference on Advances in Management (ICAM)*, Colorado Springs, CO, USA, July 2009.
60. "Regional Multinationals, Firm-Specific Advantages, and Performance," Presented at the *Annual Meeting of the Academy of International Business (AIB)*, San Diego, CA, USA, June 2009.
61. "Inward Foreign Direct Investment and Domestic Entrepreneurship: A Regional Analysis of New Firm Creation in Korea," Presented at the *Annual Meeting of the Academy of International Business (AIB)*, San Diego, CA, USA, June 2009.
62. "The Regional Strategies and Performance of International New Ventures from Korea," Presented at the *Annual Meeting of the Academy of International Business-Midwest (AIB-Midwest)*, Chicago, IL, USA, March 2009.  
**➔ Recipient for the 2009 McGraw-Hill/Irwin Distinguished Paper Award.**
63. "Regional Multinationals, Firm-Specific Advantages, and Performance," Presented at the *Annual Meeting of the Academy of International Business-Midwest (AIB-Midwest)*, Chicago, IL, USA, March 2009.
64. "Multinationals and Domestic Entrepreneurship: Do They Implement Different Location Strategies?," Presented at the *Annual Meeting of the Academy of International Business (AIB)*, Milan, Italy, July 2008.
65. "Strategic Responses of International Joint Ventures to Security Shocks," Presented at the *Conference on Business & Security: Challenges for Global Trade, Investment, and Finance*, Bloomington, IN, USA, September 2007.
66. "Multinationals and Location Strategies: Recent Evidence from Korea," Presented at the *Annual Meeting of the Academy of Management (AOM)*, Philadelphia, PA, USA, August 2007.
67. "Strategic Responses of International Joint Ventures to Security Shocks," Presented at the *Annual Meeting of the Academy of Management (AOM)*, Philadelphia, PA, USA, August 2007.

68. “Multinationals, Domestic Entrepreneurship, and Location Strategies: Recent Evidence from Korea,” Presented at the *JIBS/AIB Paper Development Workshop, Annual Meeting of the Academy of International Business (AIB)*, Indianapolis, IN, USA, June 2007.
69. “What factors are most important to FDIs when making location choices in host countries?: Recent evidence from Korea,” Presented at the *Fourth Annual JIBS Conference on Emerging Research Frontiers in International Business*, San Diego, CA, USA, November 29 – December 2 2006.
70. “Multinationals and Public Policy in Korea,” Presented at the *Foreign Investment Symposium 2006: Globalization and Korea – Why Should We Compete for Multinational Investment?*, Seoul, Republic of Korea, November 1–3 2006.
71. “The Instability of an International Joint Venture and its Location Choice in a Cluster,” Presented at the *Annual Meeting of the Academy of International Business (AIB)*, Québec City, Canada, July 2005.
72. “Three Essays on Location Choices by Entrepreneurial Firms and Multinational Enterprises in Clusters,” Presented at the *Doctoral Consortium of the Academy of International Business (AIB)*, Québec City, Canada, July 2005.  
**➔ Runner-up for SAMS/AIB Award for the Best Doctoral Dissertation Proposal.**
73. “When Does an Entrepreneurial Manufacturer Break off and Locate in a Cluster?” Presented at the *50<sup>th</sup> World Conference of the International Council for Small Business (ICSB)*, Washington DC, USA, June 2005.
74. “The Instability of an International Joint Venture and its Location Choice in a Cluster,” Presented at the *Workshop in Business Economics and Public Policy*, Kelley School of Business, Indiana University, Spring 2005.
75. “When Does an Entrepreneurial Manufacturer Spin off and Locate in a Cluster?” Presented at the *Workshop in Business Economics and Public Policy*, Kelley School of Business, Indiana University, Fall 2004.
76. “Entrepreneurial Firms’ Exit and Location Choice in a Cluster: A Demand-driven Model by Game Theory,” Presented at the *Workshop in Business Economics and Public Policy*, Kelley School of Business, Indiana University, Spring 2004.
77. “The Location Pattern of Foreign-owned and Domestic-owned Firms and its Policy Implications: Do FDIs Seek Knowledge from a Developing Country?” Presented at the *Annual Student BRIDGE (Bloomington-Rotterdam International Doctorate and Graduate Exchange) Entrepreneurship Workshop*, School of Public and Environmental Affairs, Indiana University, Spring 2003.

**TEACHING EXPERIENCE:**



**Professor for International Business/Strategy (Fall 2022 ~ )**

Department of Management, Quinlan School of Business,  
Loyola University Chicago, Chicago, Illinois

International Management, IBUS315  
International Management: Writing Intensive, IBUS315WI  
Strategic Management, MGMT304  
Undergraduate Summer Study Abroad Course, MGMT399  
International Strategies of MNEs, IBUS455 (NextGen MBA Program)  
Business Strategy, MGMT573 (NextGen MBA Program)  
Graduate Summer Study Abroad Course, MGMT499

**Associate Professor for International Business/Strategy (Fall 2015 ~ Spring 2022)**

Department of Management, Quinlan School of Business,  
Loyola University Chicago, Chicago, Illinois

Introduction to International Business, IBUS201  
International Management, MGMT315  
International Management: Writing Intensive, MGMT315WI  
Strategic Management, MGMT304  
International Strategies of MNEs, MGMT455 (MS Course in Business Analytics)

**Assistant Professor for International Business/Strategy (Fall 2012 ~ Spring 2015)**

Department of Management, Quinlan School of Business,  
Loyola University Chicago, Chicago, Illinois

Introduction to International Business, IBUS201  
International Management, MGMT315  
Strategic Management, MGMT304

**Assistant Professor for International Business/Strategy (Fall 2007 ~ Spring 2012)**

Department of Management, Gordon Ford College of Business,  
Western Kentucky University, Bowling Green, Kentucky

International Business, MGT303  
Critical Thinking in Management, MGT305  
International Management, MGT316  
Strategy & Policy, MGT498  
International Business, BA592 (MBA Course)

**Associate Instructor with Full Responsibility for Course Design (Spring 2006/2007)**

Business Economics & Public Policy, Kelley School of Business,  
Indiana University, Bloomington, Indiana

Introduction to Managerial Economics & Business Strategy, G300

**Teaching Assistant/Associate Instructor for Prof. Alan M. Rugman (Fall 2005)**

Business Economics & Public Policy, Kelley School of Business,  
Indiana University, Bloomington, Indiana

International Business: Operations of International Enterprises, D302

**Associate Instructor for Prof. Steven F. Kreft (Fall 2003 ~ Summer 2005)**

Business Economics & Public Policy, Kelley School of Business,  
Indiana University, Bloomington, Indiana

Business & Economic Strategy in the Public Arena, G302

**TEACHING INTERESTS:**

International Management, Introduction to International Business, International  
Entrepreneurship, Strategic Management, Graduate Course for IB Empirical Methods,

**SERVICE EXPERIENCE:**

**< University Service >**

DRTC (Department Rank & Tenure Committee) chairperson for a promotion & tenure case  
in the Management Department, Fall 2024

Search committee chairperson for an NTT Strategy/Business Consulting position in the  
Management Department, Spring 2023

Search committee chairperson for a TT Strategy position in the Management Department,  
Fall 2022

Search committee chairperson for an NTT Strategy/IB position in the Management  
Department, Spring 2022

Search committee member for a Strategy/Entrepreneurship/Leadership position in the  
Management Department, Fall 2020 ~ Spring 2021

Search committee chairperson for an International Business/Strategy position (pending a  
budget approval) in the Management Department, July 2019 ~ October 2019 → This position  
did not receive the budget approval.

Search committee member for a Strategy position in the Management Department, Fall 2016

Search committee member for two assistant/associate professor positions in the Marketing  
Department, Fall 2013

Representative of the Management Department for the Quinlan Faculty Development  
Committee (now Research Committee), Fall 2022 ~ Present

Representative of the Management Department for the Quinlan Faculty Development Committee, Fall 2019 ~ Spring 2020

Representative of the Management Department for the Quinlan Curriculum Committee, Fall 2016 ~ Spring 2019

Invited presenter for a listening session in support of Asian colleagues at Quinlan School of Business, Spring 2021

Invited contributor to the establishment of Quinlan Hiring Protocol to complement Loyola Hiring Protocol, Spring 2021 ~ Summer 2021

External member of the grade appeal and review committee for the Finance Department, Quinlan School of Business, Spring 2021

Ad hoc committee member for designing the Master of Science program in Business Data Analytics (MSBDA), Fall 2015 ~ Spring 2016

New course development: MGMT399 (Undergraduate Summer Study Abroad Course in SungKyunKwan University, Seoul, South Korea), Spring 2023 ~ Fall 2024

New course development: MGMT499 (Graduate Summer Study Abroad Course in SungKyunKwan University, Seoul, South Korea), Spring 2024 ~ Fall 2024

New course development: MGMT455 (International Strategies of MNEs - MS Course in Business Data Analytics), Fall 2017 ~ Fall 2018 → This new course was offered twice in Spring 2018 and Spring 2019. However, it had to be canceled due to low enrollments.

Committee member for International Business (IB) Curriculum Review & Revision at Quinlan School of Business, Fall 2012 ~ Spring 2013

Two new course offerings: IBUS 201 (Introduction to International Business) and IBUS 360 (International Development and Business Consulting in Emerging Markets), Fall 2012 ~ Spring 2013

Course advisor/mentor for IB in the Management Department, Fall 2012 ~ Present

Review committee member for study abroad course approvals, Fall 2012 ~ Present

IB representative for undergraduate admission fall & spring open houses, Fall 2012 ~ Present

Library representative in the Management Department, Spring 2013 ~ Present

Advisory board member for Center for International Business (CIB) at Quinlan School of Business, Spring 2013 ~ Summer 2024

Outreach representative for International Trade Association of Greater Chicago (ITAGC),  
Spring 2014 ~ Present

**< Other Service in Profession >**

Co-host of Chicago Chapter for the Academy of International Business (AIB) Digitalization  
Shared Interest Group's (SIG) Research Summit, February 2024

Organizing committee member for the Academy of Management (AoM) Association for  
Korean Management Scholars (AKMS) Annual Meeting, Summer 2018 ~ Summer 2020

General secretary for the Academy of Management (AoM) Association for Korean  
Management Scholars (AKMS) Annual Meeting, Summer 2017 ~ Summer 2020

Newsletter editor for the Academy of Management (AoM) Association for Korean  
Management Scholars (AKMS) Annual Meeting, Summer 2008 ~ Summer 2011

Local partner for the Academy of Management (AoM) International Management (IM)  
Division's two scholarly events, Summer 2018

External reviewer of an application for promotion with tenure at Sellinger School of Business  
and Management, Loyola University Maryland, USA, Fall 2020

External examiner of a doctoral thesis at Henley Business School, University of Reading, UK,  
Summer 2018

External examiner of a master's thesis at Henley Business School, University of Reading,  
UK, Fall 2015 ~ Spring 2016

**< Editorial Board Membership >**

A Member of the Editorial Review Board at *Journal of International Management (JIM)*,  
January 2019 ~ Present.

A Member of the Editorial Review Board at *Entrepreneurship Theory & Practice (ET&P)*,  
February 2018 ~ Present.

A Member of the Editorial Review Board at *Asian Business & Management (ABM)*, June  
2018 ~ Present.

A Member of the Editorial Review Board at *IEEE Transactions on Engineering Management*  
(IEEE TEM), September 2013 ~ July 2017.

**< Ad-hoc Review Service >**

*Small Business Economics Journal* (Fall 2004)  
*Journal of Business Research* (Spring 2005)  
*Journal of Business Venturing* (Fall 2006)  
*Journal of Economics & Management Strategy* (Spring 2007)  
*Journal of Business Venturing* (Fall 2007)  
*Journal of Business Venturing* (Fall 2009)  
*Journal of Business Venturing* (Spring 2010)  
*Journal of Business Venturing* (Summer 2010)  
*Journal of Business Venturing* (Fall 2010)  
*Production and Operations Management* (Fall 2010)  
*Asian Business & Management* (Spring 2011)  
*Journal of Business Venturing* (Spring 2011)  
*Journal of Business Venturing* (Summer 2011)  
*International Trade Journal* (Fall 2011)  
*Journal of International Management* (Fall 2011)  
*Journal of Business Venturing* (Fall 2011)  
*Thunderbird International Business Review* (Spring 2012)  
*International Journal of the Economics of Business* (Spring 2012)  
*International Trade Journal* (Spring 2012)  
*Journal of International Management* (Spring 2012)  
*Journal of Business Research* (Fall 2012)  
*Journal of Business Venturing* (Fall 2012)  
*Journal of International Management* (Fall 2012)  
*Journal of Asia-Pacific Business* (Spring 2013)  
*Journal of International Management* (Spring 2013)  
*Journal of Small Business Management* (Spring 2013)  
*Small Business Economics Journal* (Spring 2013)  
*Journal of Business Venturing* (Summer 2013)  
*Regional Studies* (Fall 2013)  
*Journal of International Management* (Spring 2014)  
*Journal of International Management* (Fall 2014)  
*Management Research Review* (Fall 2014)  
*Journal of Asia-Pacific Business* (Spring 2015)  
*Journal of Business Venturing* (Spring 2015)  
*Journal of International Management* (Spring 2015)  
*Environment and Planning A* (Spring 2015)  
*Current Topics in Management* (Fall 2015)  
*Journal of International Business Studies* (Fall 2015)  
*Journal of Small Business Management* (Spring 2016)  
*Journal of International Management* (Spring 2016)  
*Journal of International Business Studies* (Summer 2016)  
*Regional Studies* (Fall 2016)  
*Journal of International Business Studies* (Fall 2016)  
*Organization for Economic Cooperation and Development* (Fall 2016)  
*Journal of International Management* (Spring 2017)  
*Review of Managerial Science* (Summer 2017)

*Journal of International Management* (Fall 2017)  
*Small Business Economics Journal* (Fall 2017)  
*Journal of International Management* (Spring 2018)  
*Regional Studies* (Spring 2018)  
*Asian Business & Management* (Spring 2018)  
*Journal of International Management* (Fall 2018)  
*Regional Studies* (Spring 2019)  
*Asia Pacific Journal of Management* (Spring 2020)  
*IEEE Transactions on Engineering Management* (Spring 2021)  
*Economia Politica* (Spring 2021)  
*Small Business Economics Journal* (Summer 2021)  
*Journal of International Business Studies* (Fall 2021)  
*Journal of International Business Studies* (Spring 2022)  
*IEEE Transactions on Engineering Management* (Spring 2022)  
*Journal of International Business Policy* (Spring 2022)  
*Small Business Economics Journal* (Spring 2022)  
*Journal of Business Venturing* (Spring 2022)  
*Journal of Business Venturing* (Summer 2023)  
*Asia Pacific Journal of Management* (Summer 2023)

Reviewer for the *Academy of Management (AOM)* and *Academy of International Business (AIB)* Annual Meetings, 2008 ~ Present

**RESEARCH GRANTS (Since 2012):**

2024-2025 QSB Faculty Development Grants (Competitive, \$2,500), Digitalization, International New Ventures (INVs), and their Geography, Quinlan School of Business, Loyola University Chicago, April 2024.

2023-2024 QSB Faculty Fellowship (Competitive, \$2,300), Digitalization, International New Ventures (INVs), and their Geography, Quinlan School of Business, Loyola University Chicago, April 2024.

2023-2024 LUC Faculty Summer Research Stipends (Competitive, \$7,000), Entrepreneurship and Social Contribution: The Simultaneous Impacts of Firm Births versus Deaths on Regional Employment across the United States, Loyola University Chicago, November 2023.

2023-2024 QSB Faculty Development Grants (Competitive, \$1,000), Foreign Direct Investment (FDI) Symmetry in Emerging Economies, Quinlan School of Business, Loyola University Chicago, June 2023.

2023-2024 Faculty Paid Leave of Absence for Research (Competitive), Emerging Economy Multinational Enterprises (EMNEs), Foreign Acquisitions, and Knowledge Augmentation: A Regional Perspective, Loyola University Chicago, December 2022.

2022-2023 QSB Faculty Development Grants (Competitive, \$3,000), International New Ventures, Intra-regional Cross-border M&As, and Performance: Access to Market versus Knowledge, Quinlan School of Business, Loyola University Chicago, March 2022.

2021-2022 LUC Faculty Summer Research Stipends (Competitive, \$7,000), Multinational Enterprises, Corporate Social Responsibility Heterogeneity, and Overseas Subsidiary Employment, Loyola University Chicago, December 2021.

2021-2022 QSB Faculty Development Grants (Competitive, \$3,000), The Sectoral Heterogeneity of Spillover Distance between Inbound FDI and Domestic Entrepreneurship: A Geographic Perspective, Quinlan School of Business, Loyola University Chicago, March 2021.

2019-2020 LUC Faculty Summer Research Stipends (Competitive, \$7,000), Intra- versus Inter-regional Cross-border M&A Deals of Multinational Enterprises: Empirical Evidence from the Recent Period of 1997 – 2017, Loyola University Chicago, January 2020.

2020-2021 QSB Faculty Development Grants (Competitive, \$2,500), A Regional Analysis of Crime Heterogeneity and Small- and Medium-sized Enterprise (SME) Location Choices, Quinlan School of Business, Loyola University Chicago, January 2020.

2018-2019 LUC Faculty Summer Research Stipends (Competitive, \$7,000), Social Enterprises, Firm Survival, and Sales Growth: Moderating Effects of their Innovativeness, Sectoral Coincidence, and Community Orientation, Loyola University Chicago, January 2019.

2019-2020 QSB Faculty Development Grants (Competitive, \$2,500), Government Support and SME Performance: The Moderating Effects of Diagnostic and Support Services, Quinlan School of Business, Loyola University Chicago, January 2019.

2018-2019 QSB Faculty Development Grants (Competitive, \$2,500), Effect of Non-conventional Foreign Direct Investment (FDI) on the Domestic Employment of Multinational Enterprises (MNEs), Quinlan School of Business, Loyola University Chicago, February 2018.

2017-2018 QSB Faculty Development Grants (Competitive, \$2,500), Innovation, R&D Cooperation, and New Venture Performance, Quinlan School of Business, Loyola University Chicago, January 2017.

2017-2018 Faculty Paid Leave of Absence for Research (Competitive), What Motivates Multinational Enterprises to Relocate their Overseas Subsidiaries? Loyola University Chicago, December 2016.

2015-2016 QSB Faculty Development Grants (Competitive, \$2,500), Entrepreneurial Relocation: A Multi-level Analysis of the U.S. Start-ups, Quinlan School of Business, Loyola University Chicago, December 2014.

2014-2015 CIB & CSER Faculty Research Grants (Competitive, \$2,500), A Multi-level Analysis of Internationalization by the U.S. Social Enterprises (with Sung Min Kim), Quinlan School of Business, Loyola University Chicago, March 2014.

2013-2014 LUC Faculty Summer Research Stipends (Competitive, \$6,000), Outbound Foreign Direct Investment (FDI) and Domestic Employment at Parent Multinational Enterprises (MNEs): The Role of FDI Motivations, Loyola University Chicago, December 2013.

2014-2015 QSB Faculty Development Grants (Competitive, \$2,500), Balanced Strategy of New Ventures under Resource Constraints: R&D versus Marketing Capabilities and New Venture Performance, Quinlan School of Business, Loyola University Chicago, November 2013.

2013-2014 CIB & CRM Faculty Research Grants (Competitive, \$2,500), International New Ventures, Founder Gender, and Export Performance (with Ugur Uygur), Quinlan School of Business, Loyola University Chicago, March 2013.

2012-2013 LUC Faculty Summer Research Stipends (Competitive, \$6,000), The Impacts of Inward Foreign Direct Investment on Indigenous New Firm Creation: Sectoral, Spatial, and Joint Effects, Loyola University Chicago, January 2013.

2013-2014 QSB Faculty Development Grants (Competitive, \$2,500), The Spatial and Temporal Dynamics of Entrepreneurial Activity: Firm Creation versus Death across the U.S., Quinlan School of Business, Loyola University Chicago, November 2012.

### **HONORS, AWARDS & SCHOLARSHIPS:**

#### **Department of Management, Quinlan School of Business, Loyola University Chicago**

Selected as one of the best papers at the 2012 GIKA Conference (July 2012)  
Awarded the Excellence in Reviewing at Journal of International Management (2013)  
Recipient for the 2014 USASBE Best Empirical Paper Award (January 2014)  
Recipient for the 2014 Literati Award: Highly Commended Paper (December 2014)  
Recipient for the 2016 ICSB JSBM Best Overall Paper Award (June 2016)  
Recipient for the 2017 USASBE Best Paper Award in ENT and PP (January 2017)  
Awarded the Excellence in Reviewing at Journal of International Management (2017)  
The 2018-19 Alan Rugman Visiting Fellow, University of Reading, UK (June 2018)  
Recipient for the 2020-2021 Quinlan Research Excellence Award (April 2021)  
Recipient for the 2021-2022 Kauffman Firm Survey (KFS) Scholarship (April 2021)  
Runner-up for the 2020 Best Paper Award in IBR (December 2021)  
Finalist for the CEIBS Best Paper Award at the 2023 AOM (August 2023)  
Finalist for the HKUST Best Paper Award at the 2023 AOM (August 2023)

#### **Department of Management, Gordon Ford College of Business, Western KY University**

Conference on Business & Security: Invited Travel Grants (Sept. 2007)  
Recipient for the 2009 Distinguished Paper Award at the AIB-Midwest (March 2009)



International Business Research Seminar: Invited Travel Grants (Sept. 2009)  
New Faculty Scholarship Award (April 2010)  
Selected as one of the best papers at the 2010 AOM (August 2010)  
Selected as one of the best papers at the 2011 BCERC (June 2011)  
Nominee for the 2011 Carolyn Dexter Award at the 2011 AOM (August 2011)  
Recipient for the 2012 Distinguished Paper Award at the AIB-Midwest (March 2012)  
Recipient for the 2011-2012 Research/Creativity Award at WKU (April 2012)

**Business Economics & Public Policy, Kelley School of Business, Indiana University**

Korean Government Fellowship (Fall 2002 ~ Spring 2004)  
Young-Jin Kim Fellowship (Summer 2004/Fall 2006)  
NBER Entrepreneurship Initiative: Travel Grants (March & September 2005)  
John & Esther Reese Fellowship: Travel Grants (June 2005)  
Kelley School of Business Doctoral Programs: Travel Grants (June 2005)  
Kelley School of Business Doctoral Programs Fellowship (2005)  
IU CIBER Business Ph.D. Dissertation Award (2005)  
AIB 2005 Annual Meeting: Travel Grants (July 2005)  
Runner-up for SAMS/AIB Award for the Best Dissertation Proposal (July 2005)  
Barbara J. Clark-Edwards Doctoral Dissertation Scholarship (2006)  
Doctoral Workshop in International Entrepreneurship: Travel Grants (May 2006)  
JIBS Emerging Research Frontiers in IB: Travel Grants (Nov. 2006)

**Graduate School of Public Administration, Seoul National University, Korea**

Full Scholarship for Academic Excellence (Spring 1993 ~ Fall 1994)  
Award from the Graduate School Dean of Public Administration (Feb. 1995)  
Awarded the Best Master's Thesis of the Year (Feb. 1995)

**School of Business Administration, Seoul National University, Korea**

Full Scholarship for Academic Excellence (Spring 1990 ~ Fall 1991)  
A-San Foundation Fellowship (Spring 1989 ~ Fall 1991)  
Award from the President of Seoul National University (Feb. 1992)  
Awarded an Alumni Chairman Prize (Feb. 1992)

**PROFESSIONAL MEMBERSHIP:**

*Academy of International Business* (Since 2005)  
*Academy of Management* (Since 2005)  
*Regional Studies Association* (Since 2013)  
*United States Association for Small Business and Entrepreneurship* (Since 2013)

*Last Updated: December 8, 2024*