

Jordan I. Siegel

University of Michigan
Ross School of Business
701 Tappan Street, Room R6374
Ann Arbor, Michigan 48109-1234

EDUCATION

- 2003 Ph.D., Strategy & International Management, MIT Sloan School of Management
Dissertation: Essays on Global Strategy and Institutions
Committee: Professor Donald Lessard (chair)
Professor Simon Johnson
Professor Tarun Khanna
Professor Ezra Zuckerman
- 1998 M.A., Political Science, Yale University, Graduate School of Arts & Sciences
- 1998 B.A., *Summa cum laude*, Political Science, Yale University, Department of Political Science

UNIVERSITY OF MICHIGAN

Appointments

- 2015 (Sept.) - Professor of Strategy with Tenure (January 2020-), previously Associate Professor with Tenure (July 2015-December 2019), and Michael R. and Mary Kay Hallman Faculty Fellow (2015-), and Research Fellow, William Davidson Institute at the University of Michigan (July 2015-), and Research Fellow, Nam Center (July 2015), and Research Fellow, Center for Japanese Studies (July 2015-), and Center Affiliate, Lieberthal-Rogel Center for Chinese Studies (April 2024-), and Associate-in-Research, Harvard Korea Institute (July 2015-)
- 2014-2015 Visiting Scholar, Ross School of Business and Research Fellow, William Davidson Institute at the University of Michigan

MASSACHUSETTS INSTITUTE OF TECHNOLOGY

Appointments

2021-2022 Visiting Scholar, Sloan School of Management
and
2014-2015

HARVARD UNIVERSITY

Appointments

2008-2015 Associate Professor of Business Administration, Harvard Business School
Faculty Associate, Weatherhead Center for International Affairs
Faculty Associate, David Rockefeller Center for Latin American Studies
Faculty Associate, Korea Institute
Secondary teaching appointment at Harvard Kennedy School of Government

2003-2008 Assistant Professor of Business Administration, Harvard Business School
Faculty Associate, Weatherhead Center for International Affairs
Faculty Associate, David Rockefeller Center for Latin American Studies

Assignments at Harvard Business School

2009-2013 Chair and faculty instructor for Executive Education program entitled “Global Strategic Management”

2007-2013 Second-year MBA elective on Global Strategic Management (along with the course being cross-listed from 2008 onward at the Harvard Kennedy School of Government)

2004-2014 Doctoral course in Economics of International Business

2003-2006 First-year MBA Core Strategy course

AWARDS AND HONORS

2025 (March) Named the Inaugural Ogram Global Scholar, an honor meant in turn to honor Bill Ogram, the founding editor-in-chief of the *Journal of International Business Studies*

2009 Wyss Award for Excellence in Mentorship, Harvard Business School

1997 Frank M. Patterson Prize in Political Science, Yale University Department of Political Science

FELLOWSHIPS AND GRANTS

2015- Michael R. and Mary Kay Hallman Faculty Fellow, University of Michigan Ross School of Business

2024-2027 Grant Recipient, Alfred P. Sloan Foundation, for a three-year project I created that is joint with the University of Michigan College of Engineering and is that focused on the future on the electric vehicle (EV) industry, how EV producers react to regulatory change, and the nature of domestic sourcing choices

2003-2004 Faculty Grant Recipient, Harvard University Weatherhead Center for International Affairs

1998-2003 Doctoral Fellowship, MIT Sloan School of Management

2000-2002 Fulbright Scholar, Institutional Strategy and Cross-Border Alliance (South Korea)

2002 Research and Travel Award, Behavioral and Policy Sciences Area, MIT Sloan School of Management (South Korea)

2002 Travel Grant, Academy of International Business Conference

1996 Yale University President's Public Service Fellowship; assisted in the coordination of youth programs at the New Haven Department of Police Service

PUBLICATIONS

Journal Articles and Book Chapters

Jeong, Yujin, and Jordan I. Siegel. "Political Competition and the Rechanneling of Corporate Bribery into Politically-Connected Charity Donations: Evidence from South Korea." *Strategic Management Journal* 46 (2025): 177-208.

Wang, Yanbo, Jordan I. Siegel, and Jizhen Li. "Who Captures the State? Evidence from Irregular Awards in a Public Innovation Grant Program." *Strategic Management Journal* 45 (2024): 2420-2458.

Kim, Jin Hyung, and Jordan I. Siegel. "Paying for Legitimacy: Autocracy, Non-market Strategy, and the Liability of Foreignness." *Administrative Science Quarterly* 69 (2024): 131-171.

Bourmault, Nishani, and Jordan I. Siegel. "Why Local Adaptation Sometimes Fails to Be Effective for MNEs: Exploring the Dynamics of Collective Bonuses, Egalitarianism, and Informal Norms." *Journal of Management Studies* 59 (2022): 886-924.

Jue-Rajasingsh, Diana, and Jordan I. Siegel. "Addressing the Market Failures of Environmental Health Products." In Gerard George, Martine R. Haas, Havovi Joshi, Anita M. McGahan,

and Paul Tracey, eds., *Handbook on the Business of Sustainability: The Organization, Implementation, and Practice of Sustainable Growth*. Cheltenham, UK: Edward Elgar, 2022.

Gibbons, Robert, Jordan I. Siegel, and Roberto A. Weber. "Strategy Meets Culture (for Breakfast): Understanding the Relationship and Highlighting Its Potential." *Strategy Science* 6 (2021): 111-118.

Jeong, Yujin, Jordan I. Siegel, Sophie Yu-Pu Chen, and Whitney Newey. "A Recentering Approach for Interpreting Interaction Effects From Logit, Probit, and Other Nonlinear Models." *Strategic Management Journal* 41 (2020): 2072-2091.

Jeong, Yujin, and Jordan I. Siegel. "How Important Is Regional vs. Global Strategy? An Examination of U.S. Multinationals." *Journal of International Business Studies* 51 (2020): 1142-1160.

Siegel, Jordan I., Lynn Pyun, and B.Y. Cheon, "Multinational Firms, Labor Market Discrimination, and the Capture of Outsider's Advantage by Exploiting the Social Divide," *Administrative Science Quarterly* 64 (2019): 370-397.

Wolffolds, Sarah, and Jordan I. Siegel, "Mis-Accounting for Endogeneity: Heckman's Two-Step Method Without An Instrument," *Strategic Management Journal* 40 (2019): 432-462.

Licht, Amir, Christopher Poliquin, Jordan I. Siegel, and Xi Li, "What Makes the Bonding Stick? A Natural Experiment Involving the U.S. Supreme Court and Cross-Listed Firms," *Journal of Financial Economics* 129 (2018): 329-356.

Jeong, Yujin, and Jordan I. Siegel, "Falling High Status and Corporate Bribery: Evidence from the Revealed Accounting Records of Two South Korean Presidents," *Strategic Management Journal* 39 (2018): 1083-1111.

Siegel, Jordan I., Amir N. Licht, and Shalom H. Schwartz, "Egalitarianism, Cultural Distance, and Foreign Direct Investment: A New Approach," *Organization Science* 24 (2013): 1174-1194.

Brookfield, Jon, Sea-Jin Chang, Israel Drori, Shmuel Ellis, Sérgio G. Lazzarini, Jordan I. Siegel, and Juan Pablo von Bernath Bardina, "The Small Worlds of Business Groups: Liberalization and Network Dynamics." In Bruce Kogut, ed., *The Small Worlds of Corporate Governance*. Cambridge, MA: MIT Press, 2012.

Siegel, Jordan I. and Prithwiraj Choudhury, "A Reexamination of Tunneling and Business Groups: New Data and New Methods," *Review of Financial Studies* 25 (2012): 1763-1798.

Siegel, Jordan I., Amir N. Licht, and Shalom H. Schwartz, "Egalitarianism and International Investment," *Journal of Financial Economics* 102 (2011): 621-642.

Roe, Mark J., and Jordan I. Siegel, "Political instability: Effects on Financial Development, Roots in the Severity of Economic Inequality," *Journal of Comparative Economics* 39 (2011): 279-309 (lead article in issue).

Siegel, Jordan I., and Barbara Zepp Larson, "Labor Market Institutions and Global Strategic Adaptation: Evidence from Lincoln Electric," *Management Science* 55 (2009): 1527-1546.

Roe, Mark J., and Jordan I. Siegel, "Finance and Politics: A Review Essay Based on Kenneth Dam's Analysis of Legal Traditions in *The Law-Growth Nexus*," *Journal of Economic Literature* 47 (2009): 781-800.

"Is There a Better Commitment Mechanism Than Cross-Listings for Emerging Economy Firms? Evidence from Mexico," *Journal of International Business Studies* 40 (2009): 1171-1191.

"Contingent Political Capital and International Alliances: Evidence from South Korea," *Administrative Science Quarterly* 52 (2007): 621-666.

Licht, Amir N., and Jordan I. Siegel, "Social Dimensions of Entrepreneurship." In Mark Casson and Bernard Yeung, eds., *Oxford Handbook of Entrepreneurship*. Oxford: Oxford University Press, 2006.

"Comment." In Randall K. Morck, ed., *A History of Corporate Governance Around the World: Family Business Groups to Professional Managers*. Chicago: University of Chicago Press, 2006.

"Can Foreign Firms Bond Themselves Effectively By Renting U.S. Securities Laws?," *Journal of Financial Economics* 75 (2005): 319-359.

"Measuring the Value of Political Connections after Liberalization: Some Thoughts on Theoretical Constructs and Improved Research Design." In Michael A. Trick, ed., *Global Corporate Evolution: Looking Inward or Looking Outward*. Pittsburgh: Carnegie Mellon University Press, 2004.

Casebook

Ghemawat, Pankaj, and Jordan I. Siegel. *Cases About Redefining Global Strategy*. Boston, MA: Harvard Business Publishing, 2011.

Book Review Piece

Jeong, Yujin, and Jordan I. Siegel. "Review of Hyw-Chang-Moon's *The Strategy for Korea's Economic Success*," *Administrative Science Quarterly* 62 (2017): NP18-NP22.

WORKING PAPERS

Kim, Jin Hyung, Reuben Hurst, and Jordan I. Siegel. "Status Amplified Deterrence: Paul Manafort's Prosecution Under the Foreign Agents Registration Act (FARA)." *Revise-and-resubmit at Organization Science*

Kim, Jin Hyung, and Jordan I. Siegel. "Cross-Border Nonmarket Strategy: Home-Country Egalitarianism and MNEs' Choices of Overt or Covert Nonmarket Strategy." *Revise-and-resubmit at Journal of International Business Studies*

Gupta, Anil K, Yujin Jeong, Jordan I. Siegel, and Haiyan Wang. "A Revised Playbook for Global Strategy in the New Era of Globalization."

Jeong, Yujin, and Jordan I. Siegel. "Charitable Bribes? The Concealed Form of Corporate Influence and a Road to Greater Transparency Worldwide."

Jeong, Yujin, and Jordan I. Siegel. "Strategy Reconsidered: Harnessing the Power of Disability Inclusion for Competitive Advantage."

Hugill, Andrea, Yujin Jeong, and Jordan I. Siegel. "Which Does More to Determine The Quality of Corporate Governance in Emerging Economies, Firms or Countries?"

Kim, Jin Hyung, and Jordan I. Siegel. "Is U.S. Formalized Lobbying More About Nefarious Corruption or Benign Industry Information Provision? Evidence from Foreign Firms Lobbying in the U.S."

Siegel, Jordan I., and Yanbo Wang. "Cross-Border Reverse Mergers: Causes and Consequences."

Siegel, Jordan I., Naomi Kodama, and Hanna Halaburda. "The Unfairness Trap: A Key Missing Factor in the Economic Theory of Discrimination."

Jeong, Yujin, and Jordan I. Siegel. "Egalitarianism and Foreign Bribery: Evidence from the U.N.'s Oil-for-Food Program."

COURSE MATERIALS

"Global Strategic Management," Harvard Business School course overview note for instructors N5-713-531 (July 2013) 43.

Siegel, Jordan I., and Christopher Poliquin. "Yum! Brands," Harvard Business School case 712-422 (Oct. 2012) (Revised from original May 2012 version) 29.

"Global Strategic Management," Harvard Business School module note 711-456 (Oct. 2012) (Revised from original Nov. 2010 version) 11.

Siegel, Jordan I., Mimi Xi, and Christopher Poliquin, "Baxter's Asia Pacific "Talent Edge" Initiative," Harvard Business School case 711-408 (March 2013) (Revised from original Oct. 2010 version) 12.

Ghemawat, Pankaj, Thomas M. Hout, and Jordan I. Siegel. "Haier's U.S. Refrigerator Strategy," Harvard Business School case 705-475 (April 2011) (Revised from original Feb.2005 version) 23.

Ghemawat, Pankaj, Thomas M. Hout, and Jordan I. Siegel. "Haier's U.S. Refrigerator Strategy," Harvard Business School spreadsheet supplement 712-803 (Dec. 2011).

Altman, Steven A., Pankaj Ghemawat, Thomas M. Hout, and Jordan I. Siegel. "Haier's U.S. Refrigerator Strategy," Harvard Business School teaching note 711-473 (April 2011) 13.

Siegel, Jordan I., and Yi Kwan Chu. "The Globalization of East Asian Pop Music," Harvard Business School case 708-479 (April 2010) (Revised from original Feb. 2008 version) 33.

"The Globalization of East Asian Pop Music," Harvard Business School teaching note 710-481 (April 2010) 10.

"Jazzed Up: A Global Strategy Manga," Harvard Business School courseware (2009).

"Edelnor (A)," Harvard Business School case 707-473 (June 2009) (Revised from original 2007 version) 12.

"Edelnor (B)," Harvard Business School case 707-530 (Jan. 2009) (Revised from original Feb. 2007 version) 6.

"Edelnor (A) and (B)," Harvard Business School teaching note 707-550 (March 2013) (Revised from original March 2007 version) 12.

Siegel, Jordan I., and Yi Kwan Chu. "Databank in Africa," Harvard Business School case 708-478 (Nov. 2008) (Revised from original March 2008 version) 30.

"Databank in Africa," Harvard Business School teaching note 711-453 (Nov. 2010) 12.

"Global Talent Management at Novartis," Harvard Business School case 708-486 (Nov. 2008) (Revised from original Feb. 2008 version) 17.

"Global Talent Management at Novartis," Harvard Business School teaching note 710-482 (April 2010) 10.

"Grupo Bimbo," Harvard Business School case 707-521 (Aug. 2009) (Revised from original March 2007 version) 22.

"Grupo Bimbo," Harvard Business School teaching note 707-551 (Oct. 2008) 14.

Siegel, Jordan I. and James Jinho Chang. "Samsung Electronics," Harvard Business School case 705-508 (Feb. 2009) (Revised from original June 2005 version) 26.

Siegel, Jordan I. and James Jinho Chang. "Samsung Electronics," Harvard Business School teaching note 706-406 (March 2013) (Revised from original 2006 version) 26.

"Lincoln Electric," Harvard Business School case 707-445 (Aug. 2008) (Revised from original Nov. 2006 version) 24.

"Lincoln Electric," Harvard Business School teaching note 707-552 (April 2010) (Revised from original 2007 version) 15.

Coughlan, Peter, Jordan I. Siegel, and John Wells. "Lamoian Corporation of the Philippines: Challenging Multinational Giants," Harvard Business School teaching note 707-554 (March 2007) 11.

"Introduction to Global Strategy," Harvard Business School note 706-448 (March 2007) (Revised from original Jan. 2006 version) 11.

Collis, David, and Jordan I. Siegel. "Introduction to International Strategy" Harvard Business School module note 706-481 (Dec. 2006) (Revised from original Jan. 2006 version) 10.

"Borrowing Institutions," Harvard Business School module note for students 713-473 (March 2013) 3.

"Deliberative Democracy and the Case Method," Harvard Business School note for instructors 713-517 (March 2013) 4.

PRESENTATIONS

"Thoughts On The Future of Emerging Markets Management Research," Management in Emerging Markets Conference, University of Toronto (April 2025)

"Status Amplified Deterrence: Paul Manafort's Prosecution Under the Foreign Agents Registration Act (FARA)," Georgia State University (March 2025)

"Political Competition and the Rechanneling of Corporate Bribery into Politically-Connected Charity Donations: Evidence from South Korea," Strategic Management Society annual meeting (October 2024)

"Thoughts on Nonmarket Strategy Research," Academy of Management annual meeting (August 2024)

"Organizational Research in Latin America and East Asia," Academy of Management annual meeting (August 2024)

"How Important and Effective in Nonmarket Strategy is the Choice of Strategic Argumentation Relative to Resource Expenditure? Evidence from the U.S.-China Trade War and Applications for Tariff Exemptions," Strategy Science annual meeting (June 2024)

"High-Profile Enforcement as an Effective Deterrence Mechanism: Evidence from the Paul Manafort Prosecution and the Foreign Agents Registration Act (FARA)," Newcastle University Business School Seminar Series, Newcastle upon Tyne, UK (May 2024)

"Thoughts on Firms' Charity Contributions in Democratic Transitions," Strategy and Business Environment Conference, University of Virginia (May 2024)

- “High-Profile Enforcement as an Effective Deterrence Mechanism: Evidence from the Paul Manafort Prosecution and the Foreign Agents Registration Act (FARA),” UCLA Anderson School of Management Strategy Seminar Series, Los Angeles, CA (February 2024)
- “How Important and Effective in Nonmarket Strategy is the Choice of Strategic Argumentation Relative to Resource Expenditure? Evidence from the U.S.-China Trade War and Applications for Tariff Exemptions,” Academy of Management annual meeting (August 2023)
- “Organizational Research in Latin America and East Asia,” Academy of Management annual meeting (August 2023)
- “High-Profile Enforcement as an Effective Deterrence Mechanism: Evidence from the Paul Manafort Prosecution and the Foreign Agents Registration Act (FARA),” Washington University in St. Louis Strategy Seminar Series, St. Louis, MO (March 2023)
- “How Important and Effective in Nonmarket Strategy is the Choice of Strategic Argumentation Relative to Resource Expenditure? Evidence from the U.S.-China Trade War and Applications for Tariff Exemptions,” George Washington University International Business Seminar Series, Washington, DC (March 2023)
- “A Study on Cross-Border Nonmarket Strategy,” University of Michigan Ross School of Business Hosmer Seminar Series, Ann Arbor, MI (November 2022)
- “Organizational Research in Latin America and East Asia,” Academy of Management annual meeting (August 2022)
- “Paying for Legitimacy: Autocracy, Non-market Strategy, and the Liability of Foreignness,” Rice University Strategy Symposium on Emerging Markets, Houston, TX (May 2022)
- “High-Profile Enforcement as an Effective Deterrence Mechanism: Evidence from the Paul Manafort Prosecution and the Foreign Agents Registration Act (FARA),” New York University Stern School of Business Management Department Seminar Series, New York, NY (April 2022)
- “High-Profile Enforcement as an Effective Deterrence Mechanism: Evidence from the Paul Manafort Prosecution and the Foreign Agents Registration Act (FARA),” Essec Business School online Research Workshop on the Nexus of Business and Government in the Global Economy (March 2022)
- “Organizational Research in Latin America and East Asia,” Academy of Management annual meeting (August 2021)
- “Immigration and Business Strategy,” Academy of Management annual meeting, Boston, MA (August 2021)
- “High-Profile Enforcement as an Effective Deterrence Mechanism: Evidence from the Paul Manafort Prosecution and the Foreign Agents Registration Act (FARA),” Boston Corporate Governance Workshop, Boston, MA (June 2021)
- “High-Profile Enforcement as an Effective Deterrence Mechanism: Evidence from the Paul Manafort Prosecution and the Foreign Agents Registration Act (FARA),” Society for Institutional & Organizational Economics annual conference, Online (June 2021)
- “Identifying a Fundamental Source of the Liability of Foreignness: Evidence from Lobbying Fees Charged to Foreign Firms,” Hong Kong University of Science and Technology Online Seminar, Hong Kong (Online Seminar) (April 2021)
- “Identifying a Fundamental Source of the Liability of Foreignness: Evidence from Lobbying Fees Charged to Foreign Firms,” Baruch College Online Seminar, New York, NY (March 2021)

“Political Competition and Corporate Bribery: Evidence from South Korea,” Strategic Management Society annual online meeting (October 2020)

“Is U.S. Formalized Lobbying More About Nefarious Corruption or Benign Industry Information Provision? Evidence from Foreign Firms Lobbying in the U.S.,” HEC Paris Strategy Department Online Seminar (October 2020)

“Identifying a Fundamental Source of the Liability of Foreignness: Evidence from Lobbying Fees Charged to Foreign Firms,” Academy of Management annual online meeting (August 2020)

“Egalitarianism and Foreign Bribery: Evidence from the U.N.’s Oil-for-Food Program,” Academy of Management annual online meeting (August 2020)

“Organizational Research in Latin America and East Asia,” Academy of Management annual online meeting (August 2020)

“Is U.S. Formalized Lobbying More About Nefarious Corruption or Benign Industry Information Provision? Evidence from Foreign Firms Lobbying in the U.S.,” Society for Institutional and Organizational Economics June 2020 online annual meeting

“Preliminary Findings from the First-Time-In-Forty-Years Global Replication and Extension of the 1967-1973 IBM National Culture Studies,” UC Berkeley Haas Culture Conference, Berkeley, CA (January 2020)

“Lobbying and Corruption,” Indian School of Business, Hyderabad, India (December 2019)

“Is U.S. Formalized Lobbying More About Nefarious Corruption or Benign Industry Information Provision? Evidence from Foreign Firms Lobbying in the U.S.,” Academy of Management annual meeting, Boston, MA (August 2019)

“Organizational Research in Latin America and East Asia,” Academy of Management annual meeting, Boston, MA (August 2019)

“Lobbying and Corruption,” Cornell University, Ithaca, NY (May 2019)

“Lobbying and Corruption,” ALBA Graduate Business School, Athens, Greece (March 2019)

“Lobbying and Corruption,” Rutgers University, Newark, NJ (February 2019)

“Korea as a Field Site for Management Research,” Stanford University, Palo Alto, CA (November 2018)

“Causes of Business Success in South Korea,” Osher Lifelong Learning Institute (OLLI) at the University of Michigan, Ann Arbor, MI (September 2018)

“Organizational Research in Latin America and East Asia,” Academy of Management annual meeting, Chicago, IL (August 2018)

“Corporate Governance: The Next Frontier,” keynote speech at the Scholarship, Business and the United Nations Conference, sponsored by the United Nations and the Asia-Pacific Academy of International Business, Tokyo, Japan (June 2018)

“Cross-Border Reverse Mergers: Causes and Consequences,” Boston Corporate Governance Workshop, Northeastern University, Boston, MA (June 2018)

“National Culture and International Business Research: New Data and New Findings,” Rice University Strategy Symposium on Emerging Markets, Houston, TX (May 2018)

“National Culture and International Business Research: New Data and New Findings,” University of Minnesota, Minneapolis, MN (April 2018)

“Political Competition and Corporate Bribery,” University of Minnesota, Minneapolis, MN (April 2018)

“Political Competition and Corporate Bribery,” Ohio State University, Columbus, OH (March 2018)

- “Threat of Falling High Status and Corporate Bribery: Evidence from the Revealed Accounting Records of Two South Korean Presidents,” Harvard University, Cambridge, MA (November 2017)
- “Egalitarianism and Lobbying,” Academy of Management, Atlanta, GA (August 2017)
- “Threat of Falling High Status and Corporate Bribery: Evidence from the Revealed Accounting Records of Two South Korean Presidents,” EGOS Conference, Copenhagen, Denmark (July 2017)
- “Threat of Falling High Status and Corporate Bribery: Evidence from the Revealed Accounting Records of Two South Korean Presidents,” ALEA Conference at Yale University, New Haven, CT (May 2017)
- “Cross-Border Reverse Mergers: Causes and Consequences,” Seoul National University Graduate School of Business, Seoul, South Korea (May 2016).
- “Borrowing Institutions,” U.S. Agency for International Development, Washington, D.C. (March 2016).
- “Falling High Status and Corporate Bribery: Evidence from the Revealed Accounting Records of Two South Korean Presidents,” Rutgers University, Newark, New Jersey (September 2015)
- “Cross-Border Reverse Mergers: Causes and Consequences,” George Washington University School of Business International Business Department, Washington, D.C. (November 2014).
- “Cross-Border Reverse Mergers: Causes and Consequences,” Temple University Fox School of Business Finance Group, Philadelphia, Pennsylvania (October 2014).
- “Status and Bribery: Evidence from a Quasi-Natural Experiment in South Korea,” (with Professor Yujin Jeong) MIT Sloan School of Management Economic Sociology Workshop, Cambridge, Massachusetts (July 2014).
- “Status and Bribery: Evidence from a Quasi-Natural Experiment in South Korea,” (with Professor Yujin Jeong) Harvard Business School International Seminar Series, Boston, Massachusetts (May 2014).
- “The Unfairness Trap: A Key Missing Factor in the Economic Theory of Discrimination,” London Business School Strategy & Entrepreneurship Group, London, United Kingdom (February 2014).
- “The Unfairness Trap: A Key Missing Factor in the Economic Theory of Discrimination,” INSEAD Strategy Group, Fontainebleau, France (February 2014).
- “The Unfairness Trap: A Key Missing Factor in the Economic Theory of Discrimination,” University of Maryland Robert H. Smith School of Business, Logistic, Business & Public Policy Group, College Park, Maryland (January 2014).
- “The Unfairness Trap: A Key Missing Factor in the Economic Theory of Discrimination,” Georgetown University McDonough School of Business, Strategy, Economics, Ethics & Public Policy Area, Washington, D.C. (January 2014).
- “The Unfairness Trap: A Key Missing Factor in the Economic Theory of Discrimination,” University of Pennsylvania Wharton School Management Department, Philadelphia, Pennsylvania (January 2014).
- “The Unfairness Trap: A Key Missing Factor in the Economic Theory of Discrimination,” University of Texas at Austin McCombs School of Business, Business, Government & Society Group, Austin, Texas (January 2014).
- “The Unfairness Trap: A Key Missing Factor in the Economic Theory of Discrimination,” University of Michigan Strategy Group, Ann Arbor, Michigan (January 2014).

- “Cross-Border Reverse Mergers: Causes and Consequences,” Strategic Management Society Extensions Conference on Global Strategy and Corporate Governance (September 2013).
- “The Unfairness Trap: A Key Missing Factor in the Economic Theory of Discrimination,” USC Management and Organizations Department Seminar, Los Angeles, California (September 2013).
- “The Unfairness Trap: A Key Missing Factor in the Economic Theory of Discrimination,” Harvard Business School W50 Gender Research Seminar, Boston, Massachusetts (May 2013).
- “The Unfairness Trap: A Key Missing Factor in the Economic Theory of Discrimination,” Boston University Innovation and Strategy Seminar, Boston, Massachusetts (February 2013).
- “The Unfairness Trap: A Key Missing Factor in the Economic Theory of Discrimination,” New York University Stern School of Business Management Department Seminar, New York, New York (February 2013).
- “Multinational Firms and Outsider’s Advantage,” Academy of Management, Boston, Massachusetts (August 2012).
- “Multinational Firms and Corporate Sustainability and Responsibility,” Academy of Management, Boston, Massachusetts (August 2012).
- “Cross-Border Reverse Mergers: Causes and Consequences,” Yale Law School, Law and Economics Workshop, New Haven, Connecticut (April 2012).
- “Multinational Firms, Labor Market Discrimination, and the Capture of Competitive Advantage by Exploiting the Social Divide,” Georgia Tech, Strategy Seminar, Atlanta, Georgia (April 2012).
- “Multinational Firms, Labor Market Discrimination, and the Capture of Competitive Advantage by Exploiting the Social Divide,” Columbia Business School, Conference on Multinational Firms, New York, New York (March 2012).
- “Cross-Border Reverse Mergers: Causes and Consequences,” University of Texas at Austin, Business, Government and Society Seminar, Austin, Texas (March 2012).
- “Institutional Distance,” Strategic Management Society, annual conference panel session, Miami, Florida (November 2011).
- “Multinational Firms, Labor Market Discrimination, and the Capture of Competitive Advantage by Exploiting the Social Divide,” Academy of Management, All-Academy Session, San Antonio, Texas (August 2011).
- “Multinational Firms, Labor Market Discrimination, and the Capture of Competitive Advantage by Exploiting the Social Divide,” HEC Montreal International Business Seminar, Montreal, Quebec, Canada (April 2011).
- “Multinational Firms, Labor Market Discrimination, and the Capture of Competitive Advantage by Exploiting the Social Divide,” Yale University Council on East Asian Studies Seminar, New Haven, Connecticut (February 2011).
- “Multinational Firms, Labor Market Discrimination, and the Capture of Competitive Advantage by Exploiting the Social Divide,” Yale School of Management Organizational Behavior Seminar, New Haven, Connecticut (February 2011).
- “Multinational Firms, Labor Market Discrimination, and the Capture of Competitive Advantage by Exploiting the Social Divide,” University of Pennsylvania, Wharton School Management Seminar, Philadelphia, Pennsylvania (December 2010).
- “A Reexamination of Tunneling and Business Groups: New Data and New Methods,” Duke University, Markets and Institutions Seminar, Durham, North Carolina (December 2010).

- “Multinational Firms, Labor Market Discrimination, and the Capture of Competitive Advantage by Exploiting the Social Divide,” Duke University, Strategy Seminar, Durham, North Carolina (November 2010).
- “Multinational Firms, Labor Market Discrimination, and the Capture of Competitive Advantage by Exploiting the Social Divide,” Columbia Business School, Management Seminar, New York, New York (October 2010).
- “Multinational Firms, Labor Market Discrimination, and the Capture of Competitive Advantage by Exploiting the Social Divide,” Rice University, Conference on Emerging Markets, Houston, Texas (April 2010).
- “A Reexamination of Tunneling and Business Groups: New Data and New Methods,” University of Maryland, Strategy and Entrepreneurship Seminar Series, College Park, Maryland (April 2010).
- “Multinational Firms, Labor Market Discrimination, and the Capture of Competitive Advantage by Exploiting the Social Divide,” MIT Institute for Work and Employment, Research Seminar, Cambridge, Massachusetts (February 2010).
- “A Reexamination of Tunneling: New Data and New Methods,” University of Western Ontario, Ivey School of Business, school-wide seminar series, London, Ontario, Canada (November 2009).
- “A Reexamination of Tunneling: New Data and New Methods,” National University of Singapore, conference on corporate governance, Singapore (August 2009).
- “Renting Foreign Institutions and Emerging Markets,” Academy of International Business, Annual Meeting Panel on Frontier Emerging Market Research, San Diego, California (June 2009).
- “Egalitarianism and International Investment,” Conference on Foreign Direct Investment and Institutions, Interdisciplinary Center, Herzliya, Israel (March 2009).
- “Political Instability and Financial Development,” Academy of Management, annual meeting, Anaheim, California (August 2008).
- “Labor Market Institutions and Global Strategic Adaptation: Evidence from Lincoln Electric,” Real Colegio Complutense at Harvard, management seminar, Cambridge, Massachusetts (July 2008).
- “Egalitarianism and International Investment,” Real Colegio Complutense at Harvard, management seminar, Cambridge, Massachusetts (July 2008).
- “Multinational Firms and the Economic Theory of Discrimination,” Harvard Business School, International Research Conference, Boston, Massachusetts (June 2008).
- “Political Instability and Financial Development,” Queen’s University, annual corporate finance conference, Kingston, Ontario, Canada (June 2008).
- “Political Instability and Financial Development,” Allied Social Science Association, annual finance meetings, New Orleans, Louisiana (January 2008).
- “Labor Market Institutions and Global Strategic Adaptation: Evidence from Lincoln Electric,” Wesleyan University, Economics Department, Middletown, Connecticut (November 2007).
- “Labor Market Institutions and Global Strategic Adaptation: Evidence from Lincoln Electric,” University of Chicago, Graduate School of Business, Chicago, Illinois (March 2007).
- “Labor Market Institutions and Global Strategic Adaptation: Evidence from Lincoln Electric,” MIT, Sloan School of Management, Cambridge, Massachusetts (March 2007).
- “Egalitarianism and International Investment,” INSEAD, Fontainebleau, France (November 2006).
- “Egalitarianism and International Investment,” European School of Management (ESCP-EAP), Paris, France (November 2006).

- “Egalitarianism and International Investment,” ESSEC Business School, Paris, France (November 2006).
- “Egalitarianism and International Investment,” IESE Business School, Barcelona, Spain (November 2006).
- “Egalitarianism and International Investment,” Chinese University of Hong Kong, Faculty of Business Administration, Hong Kong SAR, China (November 2006).
- “Labor Market Institutions and Global Strategic Adaptation: Evidence from Lincoln Electric,” Chinese University of Hong Kong, Faculty of Business Administration, Hong Kong SAR, China (November 2006).
- “Political Instability and Financial Development,” Chinese University of Hong Kong, Faculty of Business Administration, Hong Kong SAR, China (November 2006).
- “Egalitarianism and International Investment,” University of Michigan, Stephen M. Ross School of Business, Ann Arbor, Michigan (October 2006).
- “Egalitarianism and International Investment,” New York University, Leonard N. Stern School of Business, New York, New York (September 2006).
- “Egalitarianism and International Investment,” Stanford University, Graduate School of Business, Fifth Annual Conference on Strategy and the Business Environment, Palo Alto, California (March 2006).
- “Egalitarianism and International Investment,” Harvard Business School, International Research Conference, Boston, Massachusetts (March 2006).
- “Egalitarianism and International Investment,” Harvard Business School, International Seminar Series, Boston, Massachusetts (October 2005).
- “Corporate Governance After Liberalization: Evidence from Mexico and Chile,” Academy of Management, panel on Small Worlds Networks and Corporate Governance, Honolulu, Hawaii (August 2005).
- “Expropriators or Turn-Around Artists: The Role of Controlling Families in South Korea from 1985-2003,” Global Scholars Conference on Institutions and International Business, Paris, France (June 2005).
- “Is There a Better Commitment Mechanism Than Cross-Listings for Emerging Economy Firms? Evidence from Mexico” (formerly titled “Do Foreign Firms Choose Not to Cross-List Because They Have Secured Better Alternatives? Evidence from Mexico”), Portuguese Catholic University, Faculty of Business, Lisbon, Portugal (May 2005).
- “Business Groups and Law and Finance: The State of the Field,” IESE Global Scholars Conference on Small Worlds Networks and Corporate Governance, Barcelona, Spain (May 2005).
- “Is There a Better Commitment Mechanism Than Cross-Listings for Emerging Economy Firms? Evidence from Mexico” (formerly titled “Do Foreign Firms Choose Not to Cross-List Because They Have Secured Better Alternatives? Evidence from Mexico”), Accepted for Presentation at the Annual Meeting of the American Finance Association, Philadelphia, Pennsylvania (January 2005).
- “Can Foreign Firms Bond Themselves Effectively by Renting U.S. Securities Laws?,” University of Alberta, Edmonton, Alberta, Canada (October 2004).
- “Contingent Political Capital and International Alliances: Evidence from South Korea” (formerly titled “Is Political Connectedness a Paramount Investment after Liberalization?”), Hitotsubashi University, Conference on Corporate Governance, Tokyo, Japan (February 2004).

- “Contingent Political Capital and International Alliances: Evidence from South Korea” (formerly titled “Is Political Connectedness a Paramount Investment after Liberalization?”), Carnegie Mellon University, Carnegie Bosch Institute, Conference on Corporate Evolution, Pittsburgh, Pennsylvania (October 2003).
- “Contingent Political Capital and International Alliances: Evidence from South Korea” (formerly titled “Is Political Connectedness a Paramount Investment after Liberalization?”), Academy of Management Conference, Seattle, Washington (August 2003).
- “Can Foreign Firms Bond Themselves Effectively by Renting U.S. Securities Laws?,” University of Michigan, Stephen M. Ross School of Business, Ann Arbor, Michigan (February 2003).
- “Can Foreign Firms Bond Themselves Effectively by Renting U.S. Securities Laws?,” Indiana University, Kelley School of Business, Bloomington, Indiana (February 2003).
- “Contingent Political Capital and International Alliances: Evidence from South Korea” (formerly titled “Is Political Connectedness a Paramount Investment after Liberalization?”), Florida International University, Miami, Florida (February 2003).
- “Contingent Political Capital and International Alliances: Evidence from South Korea” (formerly titled “Is Political Connectedness a Paramount Investment after Liberalization?”), Harvard University, Harvard Business School, Boston, Massachusetts (January 2003).
- “Contingent Political Capital and International Alliances: Evidence from South Korea” (formerly titled “Is Political Connectedness a Paramount Investment after Liberalization?”), University of Pennsylvania, Wharton School, Philadelphia, Pennsylvania (January 2003).
- “Can Foreign Firms Bond Themselves Effectively by Renting U.S. Securities Laws?,” New York University, Leonard N. Stern School of Business, New York, New York (January 2003).
- “Contingent Political Capital and International Alliances: Evidence from South Korea” (formerly titled “Is Political Connectedness a Paramount Investment after Liberalization?”), Boston University, School of Management, Boston, Massachusetts (January 2003).
- “Can Foreign Firms Bond Themselves Effectively by Renting U.S. Securities Laws?,” Accepted for Presentation at the Annual Meeting of the American Finance Association, Washington, D.C. (January 2003).
- “Can Foreign Firms Bond Themselves Effectively by Renting U.S. Securities Laws?,” University of Michigan, Stephen M. Ross School of Business, International Strategy Conference, Ann Arbor, Michigan (October 2002).
- “Can Foreign Firms Bond Themselves Effectively by Renting U.S. Securities Laws?,” MIT, Finance Lunch Seminar, Cambridge, Massachusetts (September 2002).
- “Can Foreign Firms Bond Themselves Effectively by Renting U.S. Securities Laws?,” Academy of International Business Annual Conference, Poster Session, San Juan, Puerto Rico (June 2002).
- “Can Foreign Firms Bond Themselves Effectively by Renting U.S. Securities Laws?,” Asian Institute of Corporate Governance 2nd Annual Conference, Korea University Business School, Seoul, South Korea (May 2002).
- “Contingent Political Capital and International Alliances: Evidence from South Korea” (formerly titled “Is Political Connectedness a Paramount Investment after Liberalization?”), Ewha University, International Conference on the Future of Korean Business Groups, Seoul, South Korea (May 2002).
- “Contingent Political Capital and International Alliances: Evidence from South Korea” (formerly titled “Is Political Connectedness a Paramount Investment after Liberalization?”), CCC

Doctoral Consortium, held at Boston University, School of Management, Boston, Massachusetts (April 2002).

“Contingent Political Capital and International Alliances: Evidence from South Korea” (formerly titled “Is Political Connectedness a Paramount Investment after Liberalization?”), MIT, Organizational Economics Lunch Seminar, Cambridge, Massachusetts (April 2002).

“Can Foreign Firms Bond Themselves Effectively by Renting U.S. Securities Laws?,” Harvard University, Seminar on Latin American Political Economy, Boston, Massachusetts (December 2001).

“Can Foreign Firms Bond Themselves Effectively by Renting U.S. Securities Laws?,” MIT, Organizational Economics Lunch Seminar, Cambridge, Massachusetts (November 2001).

“Global Business Strategy,” Guest Lecture at Kyunghee University Business School, Seoul, South Korea (April 2001).

FIELD RESEARCH EXPERIENCE AND LANGUAGE SKILLS

Principal research field sites have included South Korea, Mexico, Japan, China, and India

Visiting Researcher, Korea University, College of Business Administration; worked on MIT Ph.D. dissertation as part of the Fulbright grant; interviewed managers at a large number of Korean firms about their firms’ alliance activity and nonmarket strategy; collected data from a variety of sources on the history of Korean firms; alliances and political connectedness; December 2000-August 2001

Recipient, Diploma in Spanish Language, National Autonomous University of Mexico, earned the highest grade in the most advanced Spanish language course; December 1996

Spent one year studying Mexican political economy (August 1996–May 1997), including one semester at Mexico’s Center for the Research and Teaching of Economics (CIDE); August–December 1996

JOURNAL REFEREEING EXPERIENCE

Referee for Academy of Management Journal, Academy of Management Perspectives, Administrative Science Quarterly, American Economic Review, European Management Review, Journal of Banking and Finance, Journal of Business Finance & Accounting, Journal of Finance, Journal of Financial Economics, Journal of International Business Studies, Journal of Emerging Market Finance, Journal of Management Studies, Management Science, Organization Science, Research Policy, Review of Financial Studies, and Strategic Management Journal

Member, Editorial Review Board, Strategic Management Journal (2010-present)

Member, Editorial Review Board, European Management Review (2007-present)

Member, Editorial Review Board, Journal of International Business Studies (2007-2008; 2010-2022)

Member, Editorial Review Board, Global Strategy Journal (2015-2018)

DOCTORAL ADVISING

Chair of the Dissertation Committee for Reuben Hurst, Pablo Sanz, and Nishani Bourmault

Co-Chair of the Dissertation Committee for Barbara Larson, Derek Lief, Jin Hyung Kim, and Diana Jue-Rajasingh

Member of the Dissertation Committee for Nishani Bourmault, Kjell Carlsson, Yilang Feng, Andrea Hugill, Jin Hyung Kim, Debtanu Lahiri, Barbara Larson, Sanjay Patnaik, Lynn Pyun, Nayana Reiter, Hyeon-Young Ro, Sukanya Roy, Markus Taussig, Kristin Wilson, Sarah Wolfolds, and Dan Zhao

Primary Adviser for Reuben Hurst, Diana Jue-Rajasingh, Trissanne Keen, Derek Lief, and Pablo Sanz

Co-Primary Adviser for Akshaya Varghese, Jun Fang, Andy Buschmann

Member of the General Exam Committee for Megan Bernard, Kjell Carlsson, Prithwiraj Choudhury, Andrea Hugill, Jin Hyung Kim, Barbara Larson, Merlina Manocaran, Sanjay Patnaik, Lynn Pyun, Sarah Wolfolds, Nishani Bourmault, Haris Tabokovic, Markus Taussig, and Kristin Wilson

ACADEMY OF INTERNATIONAL BUSINESS SERVICE

Track Chair, Academy of International Business 2014 annual meeting

ACADEMY OF MANAGEMENT SERVICE

Member, Research Committee, Strategic Management Division, 2019-2021

Member, All-Academy Theme Committee, 2012 Academy of Management annual meeting

OTHER SERVICE TO THE PROFESSION

Co-Organizer, Boston Corporate Governance Workshop, 2018-present

UNIVERSITY OF MICHIGAN SERVICE

Member, Provost's Academic Affairs Advisory Committee, September 2022-May 2025

Coordinator, Global Business and Comparative Corporate Governance Research Conference, University of Michigan Ross School of Business, May 2024, June 2025

Member, Strategy Doctoral Admissions Committee, July 2020-present

Ross School Faculty Representation, University of Michigan University-Wide Commencement, May 2025

Member, Ross School MBA Council, September 2024-May 2025

Invited Keynote Speaker, University of Michigan Korea Leadership Group Annual Dinner, April 2023

Ph.D. Adviser, Strategy Doctoral Program, Ross School of Business, September 2015-June 2019

Coordinator, Mitsui Conference on Globalization and Corporate Governance, October 2019

Committee Chair, Strategy Doctoral Admissions Committee, October 2015-June 2019

Committee Member, Doctoral Studies Committee, Ross School of Business, September 2015-present

Coordinator, Mitsui Conference on Globalization and Corporate Governance, October 2018

Core Course Head for Strategy 503 (Competing in the Global Business Environment), July 2016-present

Committee Member, Community Values Committee, September 2018-May 2019

Committee Member, Faculty Council for Executive Programs, September 2018-May 2019

Committee Member, PTMBA Online Program Core Curriculum Task Force, September 2018-May 2019

Coordinator, Prahalad Conference on Global Strategy, June 2017

Committee Member, Hybrid MBA Committee, September 2016-May 2017, January 2018-June 2018

Committee Member, MBA Programs Advisory Committee, September 2016-August 2017

Committee Member, Full-Time MBA Advisory Committee, September 2015-August 2016

HARVARD UNIVERSITY SERVICE

Coordinator, HBS Strategy Doctorate in Business Administration program, July 2013-June 2014

Member, HBS Doctoral Policy and Admissions Committee, September 2011-December 2013

Deputy Coordinator, HBS Strategy Doctorate in Business Administration program, July 2010-June 2013

Co-coordinator, HBS International Research Conference, October 2004, March 2006, April 2007, June 2008, June 2009, May 2010, May 2011, May 2012, May 2013

Co-coordinator, HBS International Seminar Series, September 2003-present

Host and Seminar Moderator/Chair for Three Visiting Scholars, Harvard Korea Institute, January 2009-present

Member, HBS Strategy Unit Recruiting Committee, July 2003-June 2004; July 2006-June 2009

Member, HBS Strategy Unit Annual Conference Committee, July 2004-October 2005

One-time book publication referee for the David Rockefeller Center for Latin American Studies, Fall 2005

Member, Undergraduate Travel Grants Committee, David Rockefeller Center for Latin American Studies, 2006-2008

Taught demonstration teaching case for Harvard International Business Club (an undergraduate organization), April 2005