**Chihmao Hsieh**

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https://www.linkedin.com/in/chihmao-hsieh-2784511

**Academic Positions**

Department of Business Management, SUNY Korea

SUNY Korea (Stony Brook University’s international satellite campus)

Associate Professor of Entrepreneurship ***(with tenure)*** August 2022-Present

Vice Chair, Faculty Senate September 2022-August 2023

Associate Professor of Entrepreneurship September 2020-August 2022

Interim Chairperson, Department of Business Management January 2019-April 2020

Research Professor of Entrepreneurship September 2017-August 2020

Founding Director, Center for Global Entrepreneurship September 2017-Present

*(please see p. 7 for recent achievements at the CGE)*

Graduate School of Information, Yonsei University (South Korea)

Techno-Art Division, Underwood International College, Yonsei University

Chairperson of Creative Technology Management dept September 2015-August 2017

Associate Professor of Entrepreneurship September 2014-August 2017

Associate Director of Career Development Center March 2016-August 2017

School of Economics, University of Amsterdam (Netherlands)

Amsterdam Center for Entrepreneurship, University of Amsterdam

Assistant Professor of Entrepreneurship ***(tenured 08/14)*** January 2010-August 2014

Coordinator of Entrepreneurship Education January 2010-August 2014

Department of Business & Information Technology

Missouri University of Science & Technology (USA)

f.k.a. University of Missouri at Rolla

Assistant Professor of Business May 2007-December 2009

Lecturer August 2006-May 2007

Olin School of Business

Washington University in St. Louis (USA)

Adjunct Professor of Entrepreneurship August 2005-December 2005

**Education**

Washington University in St. Louis, Olin School of Business (USA)

Ph.D. in Strategy, May 2007

-Dissertation: “Technological and entrepreneurial opportunities: creation,

valuation, and appropriation”

-Committee: Todd Zenger (chair), Jackson Nickerson, Bart Hamilton,

Anne Marie Knott, Lyda Bigelow (U. of Utah), Mark

McDaniel (Psychology), F. Scott Kieff (Law)

University of Michigan (USA)

M.S.E., Industrial & Operations Engineering (focus in Quality Control), 1998

B.S.E. (*cum laude*), Mechanical Engineering (focus in Design), 1997

-Completed in 3 calendar years after high school graduation

**Published Work**

10) **Hsieh, C.** and Lee, W. 2023. “How would autonomist and autocratic teammates affect   
 individual satisfaction on pre-founding entrepreneurship teams?" Journal of Small Business

Management, forthcoming.

*2022 Impact factor 6.2 [WoS JCR #70/227 Management category]; 5-year Impact factor 6.8*

9) **Hsieh, C.** 2021. “Suspense: exploring a new lens for outcome uncertainty in

entrepreneurship”. International Journal of Entrepreneurial Venturing, forthcoming.

*2022 Impact factor 1.5; 5-year Impact factor 1.8*

8) **Hsieh, C.** 2020. “Stimulating Entrepreneurship Activity at SUNY Korea, from Scratch”. In

Anticipating and Preparing for Emerging Skills and Jobs (eds. Panth, B. and Maclean, R.),

Springer.

7) **Hsieh, C.**, Parker, S., & van Praag, C.M. 2017. “Risk, balanced skills, and entrepreneurship”.

Small Business Economics, 48(2): 287-302.

*2022 Impact factor 6.4 [WoS JCR #33/380 Economics category]; 5-year Impact factor 7.4*

6) **Hsieh, C.** 2016. "Are the self-employed more likely to emerge from sequential or parallel

work experience in business-related functions?" Entrepreneurship Theory and Practice, 40(2):

307-334.

*2022 Impact factor 10.5 [WoS JCR #15/154 journals, Business category]; 5-year Impact factor 14.4*

5) **Hsieh, C.** 2015. You can’t trip me up! A simple fun entrepreneurial brainstorming game

based on combining trends. Createspace Publishing: New York. (ISBN 1522708103)

4) **Hsieh, C.** 2015. “Only a symptom of opportunity? Investigating entrepreneurial incongruity

through humor science”. International Journal of Entrepreneurial Venturing, 7(4): 341-369.

*2022 Impact factor 1.5; 5-year Impact factor 1.8*

3) **Hsieh, C.** 2011. “Explicitly searching for useful inventions: dynamic relatedness and the

costs of connecting versus synthesizing”. Scientometrics, 86(2): 381-404.

*2022 Impact factor 3.9 [#30/84 journals, Information Science category]; 5-year Impact factor 4.1*

1. **Hsieh, C.**, Lazzarini, S.G., Nickerson, J.A., and Laurini, M. 2010. “Does ownership affect the variability of the production process? Evidence from international courier services”. Organization Science, 21(4): 892-912.

*2022 Impact factor: 4.1 [#127/227 journals, Management]; 5-year Impact factor 6.2*

1. **Hsieh, C.**, Nickerson, J.A., and Zenger, T.R. 2007. “Opportunity discovery, problem solving, and the theory of the entrepreneurial firm”. Journal of Management Studies, 44(7): 1255-1277.

*2022 Impact factor: 10.5 [#16/227 journals, Management]; 5-year Impact factor 10.7*

**Work in Progress: Manuscripts**

**4) Hsieh, C. 2025. “The emotions and emotionality of entrepreneurship”. Signed   
 textbook/monograph contract with Edward Elgar, deadline March 2025.**

3) **Hsieh, C.**, Sanusi, E., and Suh, T. 2021. “Empathy, marketing, and the entrepreneurial

process”, currently under review at JRME.

2) **Hsieh, C.** and Kalliny, M. 2021. “Misaligned organizational forms and the distancing within

multinational multi-team R&D operations”, currently under review at JIR.

1) **Hsieh, C.** 2020. “Untangling the effects of uncertainty avoidance and supply of

ambiguity on regional entrepreneurial activity”, working paper.

**Patented Inventions (listed with grant date)**

1. Choi, T., Kang, Y., Jun, S., Lee, S., and **Hsieh, C.** 2023. “Mobile Sensor”: a system of item-specific sensors for activity/inactivity monitoring and notification. Application # “KR 20160144362” *(searchable via Global Dossier on USPTO)* and grant “KR102550261B1” *(searchable via Google Patents).* Also listed under “KR20180047711A”. Patent granted by KIPO (grant date: July 3, 2023)
2. Choi, T., Kang, Y., Jun, S., Lee, S., and **Hsieh, C.** 2023. “Refrigerator”: a customizable odor detection and measurement system. Application # “KR 20160144365”. *Searchable via Global Dossier on USPTO.* Also listed under “KR 20180047714 A”. Patent granted by KIPO (grant date: November 20, 2023).

**News Columns, Popular Press and/or Case studies**

9) **Hsieh, C.** 2022. “[Industry Review] 채용에 AI 기술 사용할 때 기업·구직자 평등해야”

(“Companies and job seekers should be on equal ground when AI technology is used for

recruitment”). Maeil Business Newspaper (South Korea’s 4th most widely circulated daily),

January 13th.

8) **Hsieh, C.** 2021. “[Industry Review] 혁신 인재 키우려면…한국 공교육도 '에듀테크' 적극   
 도입을” (“To nurture innovative talent… Korean public education must also actively

introduce ‘Edutech’). Maeil Business Newspaper (South Korea’s 4th most widely circulated

daily), November 11th.

7) **Hsieh, C.** 2021. “AI·로보틱스로 인한 사회문제, 인간만의 '공감·신뢰'로 풀어야” (“Can a focus on empathy and trust guide our taste in choosing the right AI problems to solve?”). Maeil Business Newspaper (South Korea’s 4th most widely circulated daily), June 10th.

1. **Hsieh, C.** 2021. “창업, 가르치기만 하면 될까? 기업가정신 없으면 '속빈강정'” (“Why can’t start-ups just start? Shortcomings of the ecosystem supporting Korean entrepreneurship education”). Maeil Business Newspaper (South Korea’s 4th most widely circulated daily), January 21st.
2. **Hsieh, C.** 2020. “성공못하면 어때” …서로 실패를 공유하라 (“‘What if you don’t succeed’... Share your failures with each other”). Maeil Business Newspaper (South Korea’s 4th most widely circulated daily), September 17th.
3. **Hsieh, C.** 2020. 스마트워크 끝내고 사무실 복귀, 무엇이 달라져 있을까 (“After smart work and a return to the office, what will be different?”). Maeil Business Newspaper (South Korea’s 4th most widely circulated daily), May 14th.

3) **Hsieh, C.** 2020. 4차 산업혁명시대서 성공하려면…이기적 자아서 벗어나야 (“To

succeed in the 4th Industrial Revolution, the heart must escape the shadow of the ego”). Maeil

Business Newspaper (South Korea’s 4th most widely circulated daily), January 16th.

2) **Hsieh, C.** 2011. “Canal Company: King of the waters.” (commissioned and funded by the

Dutch government)

1. **Hsieh, C.** 2011. “Rebel with a cause: Which route for Route Mobiel?” (commissioned and funded by the Dutch government)

**Conference and Invited Presentations (please note that most numbers below represent multiple presentations)**

23) “Empathy, entrepreneurship, and society”, Africa Academy of Management conference 2024

(January).

22) “Curiosity and curious search”, USASBE 2022 (January); ICSB 2022 (July). AOM 2023

(August).

21) “Empathy and the entrepreneurial process: cross-disciplinary fertilization via holistic

marketing and mediation hypotheses”, ICSB, July 2021 (**Finalist, Best Paper Award,**

‘Humane Entrepreneurship’ category). Also ANZMAC 2021.

20) “Empathy and the entrepreneurial process”, AOM, July 2021.

19) “Empathy, marketing, and the entrepreneurial process”, Solbridge International School of

Business, February 2021.

18) “How do autonomist and autocratic teammates affect satisfaction on nascent entrepreneurship

teams?”, SUNY Stony Brook University, April 2019. Also Asian Development Bank, May

2019. Also Solbridge International School of Business, February 2020.

17) “Stimulating entrepreneurship activity at SUNY Korea, from scratch”, **United Nations**

**Secretariat**, April 2019. Also Asian Development Bank, May 2019.

16) “On the suspense felt in entrepreneurship”, AMJ SI invited workshop on “New Ways of

Seeing”, July 2017. Also SUNY Korea, April 2018.

15) “Risk aversion and employment norms”, Barun ICT Research Conference, November 2016.

14) “Effort perceptions versus autonomy concerns: How does conflict dissatisfy members on

nascent entrepreneurship teams?”, ACSB Jakarta, September 2016. Also Korean Association

of Small Business Studies Conference 2016; USASBE 2017; ICSB 2017; AAOM 2017

Kitakyushu.

13) “An accidental paradox of bosses? Work satisfaction of ‘autonomy preferrers’ in

entrepreneurial teams”, USASBE, January 2016.

12) “Untangling the effects of uncertainty avoidance and supply of ambiguity on regional

entrepreneurial activity”, Joint VU/UvA symposium on Amsterdam Entrepreneurship

Research, September 2013. Also presented at SMS Copenhagen, June 2014.

11) “Why can’t we move there too? Communication, knowledge sharing, and entrepreneurial R&D relocation”, AASRC Conference (Amman, Jordan), 2013. Also Cross-cultural Communication Conference, Bangkok, January 2016.

10) “Risk, balanced skills, and entrepreneurship”, University of Amsterdam, December 2011. Also presented at Academy of Management conference, 2012. Published in **AOM Best Paper Proceedings**. Also presented at ISBE Dublin, November 2012.

9) “Misaligned organizational forms and the distancing within multinational multi-team R&D operations”, University of Amsterdam Economics Department, September 2010; Amsterdam Business School, June 2012. Also presented at Copenhagen Business School, November 2010.

8) “Different paths of self-employed Jacks-of-all-trades: in what manner are business functions learned to drive entry into self-employment?”, SMU EDGE Entrepreneurship Conference, July 2009. Also presented at ‘Strategic Entrepreneurship’ conference, Copenhagen Business School, November 2010; ICSB Conference at George Washington University, October 2010.

7) “Must we accept opportunity recursiveness? Bringing entrepreneurial incongruity to the forefront through the lens of humor research”, SMU EDGE Entrepreneurship Conference, July 2009. Also presented at Midwest AOM conference in Chicago, 2009.

6) “Entrepreneurial Cognition and the Interaction between Intelligence and Modes of Training”, Academy of Management conference, 2008; Strategic Management Society, 2008; 2008 SES Manuscript Boot-Camp; SMU EDGE Entrepreneurship Conference, 2009; also presented at the University of Missouri-Columbia, 2007.

5) “Problem solving and the entrepreneurial theory of the firm” (with Jack Nickerson & Todd Zenger), Academy of Management conference, 2005; also presented at Ohio State University’s JMS conference, October 2005.

4) “Prescribing for and pursuing entrepreneurship: Heuristic ability, experiential reliability, and the order of knowledge acquisition”, September 2005, Conference at the Kauffman Foundation on *Advancing Innovation and Entrepreneurship* (academic, refereed).

3) “The effects of U.S. university intellectual property rights policies on senior engineering design curricula” (with Monami Chakrabarti, Stuart Rosenberg, & Gary Brandenberger), September 2005, BME-IDEA.

2) “Can patent citation networks be used to help guide apriori estimation of opportunity value?”, Academy of Management conference, 2004; also presented in seminars at University of Buffalo, National University of Singapore, Universitat Pompeu Fabra, North Carolina State University, all 2005.

1) “Outsourcing and the variability of product performance: data from international courier services", Academy of Management conference, 2002. Published in **AOM Best Paper Proceedings**.

**Teaching (incl. recent evaluations)**

At the University of Amsterdam:

Entrepreneurship in Practice (18 EC course, part of the Entrepreneurship Minor at ASE)

Spring 2010: 7.8/10 (“Course in General”)

Spring 2011: 8.6/10 (“Course in General”)

9.0/10 (“Teaching of lecturer in general”)

Spring 2012: 8.8/10 (“Course in General”)

9.0/10 (“Teaching of lecturer in general”)

\*Spring 2013: 8.8/10 (“Course in General”)

8.3/10 (“Teaching of lecturer in general”)

9.3/10 (“Learned a lot”)

Spring 2014: 8.1/10 (“Course in General”)

8.1/10 (“Teaching of lecturer in general”)

Cases in Entrepreneurship (6 EC course, part of the Entrepreneurship Minor at ASE)

Spring 2010: was not administered by the University

Spring 2011: 8.2/10 (“Course in General”)

8.8/10 (“Teaching of lecturer in general”)

Spring 2012: 8.2/10 (“Course in General”)

9.0/10 (“Teaching of lecturer in general”)

\*Spring 2013: 7.9/10 (“Course in General”)

8.3/10 (“Teaching of lecturer in general”)

8.0/10 (“Learned a lot”)

Spring 2014: 7.5/10 (“Course in General”)

8.0/10 (“Teaching of lecturer in general”)

MBA Elective in International Entrepreneurship (3 EC, *before I changed the course structure*)

Spring 2011: 5.6/10 (“Course in General”)

6.2/10 (“Teaching of lecturer in general”)

MBA Elective in Entrepreneurship, 3 EC

Spring 2012: 7.2/10 (“Course in General”)

7.8/10 (“Teaching of lecturer in general”)

Spring 2013: 7.4/10 (“Course in General”)

8.0/10 (“Teaching of lecturer in general”)

Executive Master’s Elective in Entrepreneurship, 3 EC

Winter 2011: 7.6/10 (“Course in General”)

8.0/10 (“Teaching of lecturer in general”)

Winter 2012: 8.6/10 (“Course in General”)

8.8/10 (“Teaching of lecturer in general”)

Seminar in Entrepreneurship for PhD’s in Health and Life Sciences, 1 EC

Summer 2012: 8.2/10 (“Learned a lot”)

9.2/10 (“Didactic skills of teacher”)

At Yonsei University:

Attracting Entrepreneurial Investment, 3 credits

Fall 2014: 3.77/5.00 (Student Satisfaction) (Dept ave 3.85; Coll ave 4.07)

Fall 2015: 4.25/5.00 (Student Satisfaction) (Dept ave 3.75; Coll ave 4.06)

Fall 2016: 4.50/5.00 (Student Satisfaction) (Dept ave 3.91; Coll ave 4.07)

Entrepreneurial Management, 3 credits

Fall 2014: 3.56/5.00 (Student Satisfaction) (Dept ave 3.85; Coll ave 4.07)

Fall 2015: 4.46/5.00 (Student Satisfaction) (Dept ave 3.75; Coll ave 4.06)

Fall 2016: 4.33/5.00 (Student Satisfaction) (Dept ave 3.91; Coll ave 4.07)

Introduction to Management, 3 credits

Spring 2015: 4.30/5.00 (Student Satisfaction) (Dept ave 4.17; Coll ave 4.06)

Spring 2016: 4.03/5.00 (Student Satisfaction) (Dept ave 3.79; Coll ave 4.11)

Spring 2017: 4.29/5.00 (Student Satisfaction) (Dept ave 3.83; Coll ave 4.03)

Information Science of Entrepreneurship, 3 credits

Spring 2015: 4.33/5.00 (Student Satisfaction) (Dept ave 4.17; Coll ave 4.06)

Spring 2016: 4.28/5.00 (Student Satisfaction) (Dept ave 3.79; Coll ave 4.11)

Spring 2016: 3.88/5.00 (Student Satisfaction) (Dept ave 3.83; Coll ave 4.03)

At SUNY Stonybrook Korea:

Principles of Management I, 3 credits

Fall 2017: 4.80/5.00 (Overall Satisfaction)

Spring 2018: 5.00/5.00 (Overall Satisfaction)

Fall 2018: prof Hsieh did not teach any courses

Introduction to Business, 3 credits

Fall 2017: 4.18/5.00 (Overall Satisfaction)

Spring 2019: 4.88/5.00 (Overall Satisfaction)

Entrepreneurial Finance, 3 credits

Spring 2018: 4.80/5.00 (Overall Satisfaction)

Fall 2018: prof Hsieh did not teach any courses

\*Spring 2020: 5.00/5.00 (Overall Satisfaction, n=3)

Entrepreneurship (Venture Creation), 3 credits

Spring 2019: 3.00/5.00 (Overall Satisfaction, n=4)

\*Spring 2020: 4.67/5.00 (Overall Satisfaction, n=9)

Fall 2020: 5.00/5.00 (Overall Satisfaction, n=3)

Spring 2021: 4.30/5.00 (Overall Satisfaction, n=10)

Fall2021: 4.83/5.00 (Overall Satisfaction, n=6)

Spring2022: 4.79/5.00 (Overall Satisfaction, n=9)

Fall2022: 4.80/5.00 (Overall Satisfaction, n=5)

Spring 2023: 4.75/5.00 (Overall Satisfaction, n=4)

Fall 2023: 5.00/5.00 (Overall satisfaction, n=5)

Introduction to Decision Sciences, 3 credits

Fall 2019: 4.00/5.00 (Overall Satisfaction, n=12)

\*Spring 2020: 4.50/5.00 (Overall Satisfaction, n=8)

Operations Management, 3 credits

Fall 2019: 3.67/5.00 (Overall Satisfaction, n=3)

Organizational Behavior, 3 credits

Fall2020: 4.33/5.00 (Overall Satisfaction, n=24)

Spring2021: 4.40/5.00 (Overall Satisfaction, n=25)

Fall2021: 4.92/5.00 (Overall Satisfaction, n=13)

Spring2022: 4.43/5.00 (Overall Satisfaction, n=7)

Fall2022: 5.00/5.00 (Overall Satisfaction, n=3)

Spring2023: 4.33/5.00 (Overall Satisfaction, n=6)

Fall 2023: 5.00/5.00 (Overall satisfaction, n=3)

-Department Teaching Award, Fall 2021 (for BUS353)

-Revamped the Entrepreneurship Minor upon arrival at UvA in 2010, including updating a 2-page syllabus into a 14-page syllabus. This revamped Minor was audited and approved by UvA’s Education Quality Assurance in November 2010.

-Created the Capstone Course in Business (undergrad): a required 2-semester course sequence where student teams craft business proposals, give loan presentations to our local bank, and launch revenue-generating businesses, taught every semester between Fall 2006 through Fall 2009

-Entrepreneurial Scholars (an introductory course to business for engineers; undergrad)

-Strategic Management (undergrad), every semester between Fall 2006 through Fall 2009

-Corporate diversification (MBA), Spring 2007

-Compensation and incentives (MBA), Spring 2007

**(\* In Spring 2013, the UvA switched to a “Dutch” grading scale. In Spring 2020, interim chair Hsieh taught 3 courses.)**

**Thesis supervision (all at the UvA)**

•Johnny Xian, Bachelor's in Economics (supervisor, defended July 2014)

•Yiran Liu, Master's in Economics (supervisor, defended July 2014)

•Gioia Nijenhuis, Master's in Economics (supervisor; defended August 2014)

•Lodewijk Henneveld, Bachelor's in Business Studies (supervisor, defended July 2014)

•Jelle Koning, Bachelor's in Business Studies (supervisor, defended August 2014)

•Stan van de Rijdt, Bachelor's in Economics (supervisor, defended August 2014)

•Justin Leemburg, Bachelor's in Economics (supervisor, defended August 2014﻿﻿﻿﻿﻿﻿﻿)

•Tessa Snels, Master's in Economics (2nd reader; defended August 2014 (supervisor: dr van de Ven))

•Karlijn van der Hoeff, Master's in Economics (﻿2nd reader, ﻿defended August 2014)

•Franck Hutson , Bachelor's in Business Economics (supervisor, defended August 2014)

•Jordi Negenman, Master's in Economics (supervisor; defended May 2013)

•Wouter van Monsjou, Bachelor's in Organization Economics (supervisor; defended June 2013)

•Jian Xing, Master's in Economics (supervisor; defended July 2013)

•Constant Kaanen, Master's in Economics (supervisor; defended December 2013)

•Yulian Atanasov, Master's in Economics (supervisor; defended August 2012)

•Andrea van Vliet, Master's in Business Economics (supervisor; defended July 2012)

•Ilkka Närhi, Master's in Organizational Economics (supervisor; defended December 2012)

•Xin Wang, Master's in Economics (supervisor; defended August 2012)

•Remco S. Verveer, Master's in Organizational Economics (2nd reader; defended August 2012 (supervisor: dr Sol))

•Ling Zhang, Master's in Economics (2nd reader; defended February 2012 (supervisor: dr Dominguez-Martinez))

•Yoeri Suijkerbuijk, Master's in Organizational Economics (2nd reader; defended September 2012 (supervisor: dr van de Ven))

•A.B.W. Verhoeven, Master's in Organizational Economics (2nd reader; defended September 2012 (supervisor: dr van de Ven))

•Peter Bout, Master's in Organizational Economics (supervisor; defended August 2011 (2nd reader: dr Dominguez-Martinez))

•D.W. Dessing, Master's in Economics (2nd reader; defended October 2011 (supervisor: prof dr van Praag))

•Thomas Duste, Master's in Economics (supervisor; defended November 2011 (2nd reader: dr Sol))

•Jessica Li, Bachelor's in Economics (supervisor; defended June 2011)

•Tianhe Tian, Master's in Economics, Monetary Economics and Financial Institutions (2nd reader; defended August 2011 (supervisor: dr Sonnemans))

•Anyun Wang, Master's in Economics, Organization Economics (2nd reader; defended August 2011 (supervisor: drs Bhansing))

•Jacobien van Apeldoorn, Bachelor's in Economics (supervisor; defended February 2011)

•James Komor, Master's in Finance (supervisor; defended November 2010 (2nd reader: dr Ligterink))

•Kim Leistra, Master's in Economics (supervisor; defended August 2010 (2nd reader: dr Dominguez-Martinez))

**Achievements at SUNY Korea’s Center for Global Entrepreneurship (September 2017-present)**

Since launching in August 2017, the CGE has launched a variety of programming. Associate Directors Seungwook Kim and I have held:  
(1) The *Global Growth Supporters* program, where faculty and undergraduate students offer consulting services to area startups;

(2) The *Foreign University-linked Startup Support* program, where faculty and entrepreneurs give workshops and pitch training to funded startups;

(3) Startup Weekend, three times (in partnership with Techstars).

November 2017 theme was "Educational Technology."

June 2018 theme was "Fashion Innovation."

June 2019 theme was "Sustainable Fashion Innovation."

(4) Business "Beautiful Mind Speaker" Series, where guest speakers give talks about industry and leadership experiences;

(5) MOES, or "Monthly Ongoing Entrepreneurship Symposium," where SUNY Korea students pitched their ideas to each other during monthly closed-door luncheons;

(6) Internship matching program connecting SUNY Korea students to work at local startups.

(7) a 3-day Business Idea Camp for all IGC students in November 2018, designed and delivered from an $18,000 (2000 만원) government grant.

(8) The 2020 *Global Product·Service Localization Research Group*, a faculty-student consulting team recruited by the Incheon Technopark to help Korean professional startups to expand in mainland China. Consulting project deliverables completed and approved in September 2020.

(9) Organized guest talks by Philip Man (Port), Lin Hwang (Damogo), Sean Shin (Born2Global), Maxi Herli (Riliv), Abe Kumar (Gather), Andrew Kim (Toonit), Jaewon Lim (GoPizza), and Chua Zhen Rong (Pi-cxels).

(10) Hosting of the Spring 2021 SUNY Korea Project Expo, showcasing 45 student exhibits from all 6 departments, including student art exhibits and short films (with $2700 in prize money)

(11) From scratch, the design, development, and execution of 4 non-overlapping batches of a 4-week program for total of ~180 executive and staff at Allianz Philippines, involving the coordination of 11 faculty and staff from SUNY Korea, the USA, and Indonesia.

* Week #1 Hsieh May-August session on Creative cognition: ‘Satisfaction’ 4.34/5.00 (n=111)
* Week #1 Hsieh July/August session on Brainstorming with Trends: ‘Satisfaction’ 4.27/5.00 (n=75)
* Week #3 Hsieh Coordination of Hackathon: ‘Recommend to a colleague’ 4.42/5.00 (n=97)
* Overall ‘Would recommend the 1-month program to a friend or colleague?’: 8.94/10.00 (n=86)
* Overall ‘Reflects a high reputation for the program coordinator (HSIEH)’?: 4.49/5.00 (n=86)

(12) Created the SUNY Korea Venture Creation Club in Fall 2022 and until now continuing as its faculty advisor

(13) Ideated, developed, and single-handedly coordinated the “Be a Venture Creator” Startup Idea Competition for Fall 2022 (5 SUNY Korea student teams invited as finalists: judges Young Lee, IGCF; Kyungkyu Kim, BUS dept; Tony Mione, CS dept) and Spring 2023 (judges Chungseung Lee, BUS dept; Tony Mione, CS dept; Rachel Stuckey, FSH/Art dept)

**Departmental and University Service**

Faculty Search Committee (2022-present: tenure-track Finance)

Annual Review by SUNY Korea administration, AY 2022-2023: **90/100 (“S”=90**↔**100)**

Annual Review by SUNY Korea administration, AY 2021-2022: **88/100 (“A”=80**↔**89)**

Faculty Search Committee (2021: hired prof. Noelle Chung)

Lead organizer, SUNY Korea Spring 2021 Project Expo (showcasing 27 capstone projects across

all 6 SUNY Korea departments, 16 student Artworks, and 2 student Short Films)

Faculty Search Committee (2020: hired chair Jeehong Kim, hired prof. Chungseung Lee)

Faculty Search Committee (2019: hired profs. JoungHwa Choi, Woon-Oh Jung, Kyungkyu Kim)

Hosted visiting professor Young K. Ro (University of Michigan) for Spring 2019 sabbatical

Launched “IGNITE” Mini-grants program (Inspiring Goals Now in Technology &

Entrepreneurship), funded 4 CS students to attend Google Startup Weekend Hackathon in

March 2019 and 8 CS students in November 2019

Annual Review by SUNY Korea administration, AY 2020-2021: **83/100 (“A”=80**↔**89)**

Chairs committee, March 2019-April 2020

-authored ~$22,000 competitive grant for Business Management department (May 2019)

Foreign University-Linked Startup Support Program (Incheon), guest lecturer,

January/February 2018

Global Growth Supporters Faculty Mentor, Fall 2017 (student team offered consulting to a startup

called WonderWiz)

Lead Coordinator, Startup Weekend Incheon EdTech 2017, hosted by SUNY Korea

Design Factory Korea steering committee, 2015-2017

Faculty Search Committee, chair (2016: hired dr Keeheon Lee)

Lead organizer, Startup Weekend Incheon 2015 ‘Health & Lifestyle Management,’ sponsored by

Allianz

Yonsei University Welcome committee, member (2015-2017)

-intl high school counselors visit Yonsei several times a year to see Yonsei’s facilities

Yonsei University Freshmen Orientation committee, member (2015-2017)

Yonsei UIC Global Research Proposal review committee, member (2015, 2016, 2017)

International Admissions Committee, Yonsei Underwood International College (2015-2017)

-one of three faculty/staff college-wide to “grade” the undergraduate applications of 95

candidates from 32 countries

Accreditation committee, Master’s of Entrepreneurship Program (VU/UvA) (2013)

MBA Planning Committee, Amsterdam Business School at the UvA (2012-2014)

Accreditation committee, MSc Executive Masters (2012)

Faculty Search Committee (2010: hired dr. Joeri Sol)

AACSB Accreditation Application Committee, maiden application (2006-2007)

UM-System Faculty and Student Entrepreneur of the Year Award Committee (2007-2009)

Undergraduate Business Programs Curriculum Committee, co-chair (2007-2008)

Business Department Faculty Search Committee, Chair (2008)

UMR Service Learning Advisory Committee (2007-2008)

MBA program Curriculum Committee, member (2007-2008)

Student Advisor (5 UG students, 2007-2008; 8 UG students 2008-2009)

Idea-to-Product National Competition Judge (Spring 2008-Fall 2009)

Curriculum development: new offerings of MIS 397 (1 credit) and MIS 398 (2 credits)

Graduate Student Senator, 2001-2003

Delta Sigma Pi, 2000-2003

U.M. Peer Mentorship Program, 1997-1998

**Awards or placement in competitions won by my entrepreneurship students and their teams (within 6 months of completion of my course)**

2nd place – Accenture Innovation Awards (November 2010), SecuReceipt (Spring 2010 team)

1st place – Pitch competition: NextStage (September 2010), SecuReceipt (Spring 2010 team)

**Known successful recommendations**

Zlatina Tsvetkova – MA program at Aarhus University

Leonardo Bernini – MBA program at HKUST/Fundação Getulio Vargas (FGV-EAESP) (enrolled)

Max Geueke – Master’s in Finance program at London School of Economics (enrolled)

Yunhye Joo – Master’s in Computer Science at Simon Fraser University (enrolled)

Minha Lee – Master’s in Management program at Duke University (enrolled)

Loo Rie Lee – transfer to Bachelor’s in Business program at Boston College (enrolled)

Heng Thach – reference letter for employment as Conflict Analyst at Wilson Elser (NYC); MBA program

at Emory University (Goizueta) (enrolled); MBA program at Georgetown University

(USA)

JooHee Park – JD at UC-Davis, JD at University of Minnesota Law School (enrolled)

Haksong Lim – Master’s in Business Analytics at Washington University in St. Louis; and at Columbia

University (enrolled)

Sungchul ‘Steven’ Park – Master’s in International Studies at Yonsei University

**Honors, Fellowships, Grants, and Guest Talks**

*Invited guest speaker, Asian Productivity Organization* (title of talk: ‘Managing emotions for enhancing

Productivity’, streamed live in Dec 2023 and now available on Youtube)

*Keynote speaker, Japan Academy of Small Business Studies Conference 2022 (September).*

Guest lecturer on “Leadership”, Korea Aerospace University (한국항공대학교), in collaboration

with Korea Airports Corporation and Korea International Cooperation Agency, July 2021

Coordinator, Incheon Global Startup Campus Business Idea Camp (a 3-day camp held in

collaboration with Incheon TechnoPark in November 2018): $18,000 Korean govt grant

Guest lecturer, SUNY Korea, Principles of Management 1 (Overall Student Satisfaction: 5.0/5.0)

Finalist, ACSB ‘16 Jakarta Best Paper Competition (“Effort perceptions versus autonomy

concerns: How does conflict dissatisfy members on nascent entrepreneurship teams?”)

Guest speaker, “Preparing yourself for the International Job Market”, Yonsei Univ. (May 2016)

Guest lecturer and co-organizer, Allianz Korea SUPA intrapreneurship program (December

2015-March 2017)

Guest lecturer, Kookmin University Global Entrepreneurship Bootcamp (Summers 2015, 2016,

2017: sessions on Prototyping and Pivoting)

Guest lecturer, International BioBusiness Summer School (2013-2014)

June 2013 evaluations: 3.70/5.00 (case useful), 3.86/5.00 (quality instr. good, N=48)

June 2014 evaluations: 4.00/5.00 (case useful), 4.06/5.00 (quality instr. good, N=47)

Keynote speaker, official Lingnan University study-tour visit (岭南大学), August 2012 (MBA

students and Executive Director)

Guest lecturer, Entrepreneurship in Health and Life Sciences PhD student course, Academisch

Medisch Centrum (UvA Medical School), June 2012, June 2013, June 2014

Keynote speaker, MasterSymposium UvA (audience of 250+ 1st-year Master’s students across all

Departments, 26 Aug 2010): “Developing an entrepreneurial mindset as an international Master’s Student”

Society of Entrepreneurship Scholars Manuscript Bootcamp participant, competitive (2008)

Faculty of the Year Nominee (Dept of Business & Information Technology, 2007-2008)

Entrepreneurship division Junior Faculty Consortium, Academy of Management (2008)

Doctoral Fellowship, Olin School of Business

Sesquicentennial Graduate Student Research Symposium (university-wide), Third place, 2004

Kauffman Foundation Grant, Summer Ph.D. seminar in entrepreneurship, 2004

International Entrepreneurship Doctoral Workshop (funded by Georgia Tech CIBER), 2004

Outstanding Reviewer Award, Business Policy and Strategy division, 2003, 2005

Outstanding Reviewer Award, Organization and Management Theory division, 2003

PhD student commencement speaker, 2007

Judge for Washington University Olin Cup (entrepreneurship competition), 2005

Academy of Management Best Paper Proceedings, 2002, 2012

Invited Participant, various doctoral student PDWs at Academy of Management, 2002-2003

Pi Tau Sigma (Mech Engin Honor Society), U.M. chapter President, Winter 1997

University of Michigan Symphony Orchestra, 1st violins, 1995-1997 seasons (predominantly non-

music majors)

Dean’s List, University of Michigan (Fall 1994, Spring 1995, Fall 1995)

**Professional activities**

*Ad Hoc reviewer*

Academy of Management Journal, British Journal of Management, Creativity and Innovation Management. Industrial and Corporate Change, Industrial and Labor Relations Review, Journal of Business Venturing, Journal of Economics & Management Strategy, Journal of International Business Studies, Journal of Management Studies, Management Science, Organization Science, Organization Studies, Small Business Economics.

Academy of Management conference, Asia Academy of Management conference, EURAM, Midwest Academy of Management conference, Strategic Management Society conference, USASBE Conference.

*Research assistantships*

Associate Professor Jackson A. Nickerson, 2000-2003

Assistant Professor Lyda Bigelow, 2003

Professor Todd Zenger, 2000-2002

*Teaching assistantships*

Organizational Design (Professional MBA), 4 semesters, 2000-2002

*Editorship*

Area editor, International Journal of Technology Marketing, 2008-2015

*Professional memberships (current and past)*

Academy of Management, Strategic Management Society, USASBE, ICSB, ANZMAC

**Industry experience**

*KnowledgeWorthy, Seoul, South Korea*

Co-founder, Startup tackling academic publishing altmetrics data generation, 2016-2017

Profiled on Sci-Reach.org

*StickyBlinks, Amsterdam, Netherlands*

Co-founder, Startup tackling decorative residential window film market, 2013-2014

*PrezentDesign, Amsterdam, Netherlands*

Founder/sole proprietor: design house converting Powerpoint to Prezi for executives and professors (major client: World Bank), entire 2011

*Cummins Engine Company, Columbus, IN*

Industrial engineer, entire 1999 (Responsibilities: Corporation-wide Best Practices in failsafing of assembly)

*IMC Corporation, Singapore*

Intern, Summer 1998 (Responsibilities: Updating the manual for bulk-freight shipping operations)

*Ford Motor Company, Dearborn, MI*

Manufacturing engineer intern, Summer 1996 (Responsibilities: Benchmarking of panel gaps and door closure efforts for multiple platforms)

**Miscellaneous**

U.S. citizen

Born 1977 in USA

Native language: English. Conversational fluency: Mandarin Chinese.

Intermediate reading: Dutch, Spanish. Basic: Korean.

Hobbies: Violin performance (16 years), Bikram Yoga, Volunteering (for Special Olympics ‘08)

Standard vocational training courses at SUNY Korea:

**References**

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Young Ro

Professor of Operations Management

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Todd Zenger, dissertation advisor (while at WUSTL)

Presidential Professor & N. Eldon Tanner Professor of Strategy and Strategic Leadership, Department of Entrepreneurship and Strategy

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