

# YASEMIN Y. KOR

## Curriculum Vitae 2022

### EDUCATION

**Ph.D.**            **University of Illinois at Urbana-Champaign, 2001**  
Major Concentration: Business Policy/Strategic Management  
Minor Concentration: Organization Theory

Dissertation: Resource Deployment Strategies Following Initial Public Offering:  
Connecting Resource-Based, Upper-Echelons, and Agency Perspectives

Committee: Professor Joseph T. Mahoney (Chairperson), Professor Nile Hatch,  
Professor Huseyin Leblebici, and Professor Ravi Madhavan

**M.B.A.**            **University of Illinois at Urbana-Champaign, 1996**  
Honors: Academic Excellence Award

**B.S.**              **Orta Dogu Teknik Universitesi, Ankara, Turkey, 1992**  
Major in Business Administration

### ACADEMIC WORK EXPERIENCE

#### **University of Cambridge, Judge Business School**

MPhil Programme Director in Strategy, Marketing, OTM, and OB – 2022 – present  
Strategy and International Business Subject Group Head – 2019 – present  
Academic Program Director – Strategic Change & Renewal (Executive Education) 2018 - present

Beckwith Professor of Management Studies – 2015 – present; Professor – 2015 – present

#### **University of South Carolina, Darla Moore School of Business**

Darla Moore Research Fellow – 2014 - 2015  
Associate Professor – 2007 – 2015

#### **University of Delaware, Alfred Lerner College of Business and Economics**

Associate Professor – 2007 (promoted with tenure)  
Assistant Professor – 2001 - 2007

#### **University of Illinois (UIUC)**

Instructor, 1999-2000; Graduate Research Assistant, 1996-1999

## **RESEARCH INTERESTS:**

My research focuses on the intersections of strategic renewal, top management teams, and corporate governance. I study strategy as a configuration of resources and capabilities that are uniquely assembled to achieve a purpose. To understand strategy, one must ask how organizations differ in their bundles of resources and capabilities. One must also ask how companies differ in ways in which they **manage** and **govern** resources. These are at the core of my research.

### **Research context:**

I enjoy doing research on both large corporations and entrepreneurial firms. I have done industry-focused research on firms in medical devices industry, biotechnology industry, professional service firms (law firms), food and beverage industry (conventional and organic food), retail industry, railroad industry, and social ventures.

## **PUBLICATIONS**

**Google Scholar Citations:** 7,000+ citations

### **Journal Publications:**

Kor, Y.Y., Mahoney, J.T., and Tan, D. (2023). Edith Penrose's Underexplored Research Insights in Strategic Management and International Business Research. Forthcoming in Strategic Management Review.

Ma, S., Kor, Y.Y., and Seidl, D. (2022). Top Management Team Role Structure: A Vantage Point for Advancing Upper Echelons Research. Strategic Management Journal, 43(8): O1-O28.

Nasirov, S., Li, C., and Kor, Y.Y. (2021). Converting Technological Innovations into New Products: The Role of CEO General Skills. Journal of Production and Innovation Management, 38(5): 522-547.

Kor, Y.Y., Ma, S., and Seidel, D. (2020). Opportunities and Pitfalls of Advice Seeking by CEOs and Executives, Harvard Business Review China, August print issue, 32-139.

Tan, D., Mahoney, J.T., Su, W., and Kor, Y.Y. (2020). A Review of Research on the Growth of Multinational Enterprises: A Penrosean Lens. Journal of International Business Studies, 52: 498-537.

Ma, S., Kor, Y.Y., and Seidl, D. (2020). CEO Advice Seeking: An Integrative Framework and Research Agenda. Journal of Management, 46(6): 771-805.

- Lead article

- Pettus, M. L., Kor, Y.Y., Mahoney, J. T., and Michael, S. (2018). Sequencing and Timing of Resource Acquisition Strategies: Evidence from the Post-Deregulation U.S. Railroad Industry. Strategic Organization, 16(4): 373-400.
- Lead article
- Chen, P.L., Kor, Y.Y., Mahoney, J. T., and Tan, D. (2017). Pre-market-entry Experience and Post-market-entry Learning of the Board of Directors: Implications for Post Market-entry Performance. Strategic Entrepreneurship Journal, 11(4): 441-463.
- Kor, Y.Y., Prabhu, J. and Esposito, M. (2017). How Large Food Retailers Can Help Solve the Food Waste Crisis. Harvard Business Review. Competitive Strategy. <https://hbr.org/2017/12/how-large-food-retailers-can-help-solve-the-food-waste-crisis>
- Kor, Y.Y., Mahoney, J.T., Siemsen, E. and Tan, D. (2016). Penrose's 'The Theory of the Growth of the Firm': An Exemplar of Engaged Scholarship. Production and Operations Management Journal, 25(10):1727-1744.
- Mahoney, J.T. and Kor Y.Y. (2015). Combining Capability and Governance Perspectives to Advance Human Capital Research. Academy of Management Perspectives, 29(3): 296-308.
- Lead article
- Sundaramurthy, C., Pukthuanthong, K., and Kor, Y. Y. (2014). Positive and Negative Synergies Between the CEO's and the Corporate Board's Human and Social Capital: A Study of Biotechnology IPOs. Strategic Management Journal, 35(6): 845-868.
- Listed on *SSRN's Top Ten Download Lists* for the following categories: Board of Directors, CEOs and Executives, Governance and Organization, Initial public offerings
  - Finalist for the best paper award of Corporate Finance Category, Financial Management Association Meeting (2009)
- Kor, Y. Y. and Mesko, A. (2013). Dynamic Managerial Capabilities: Configuration and Orchestration of the Top Executives' Capabilities and the Firm's Dominant Logic. Strategic Management Journal, 34(2): 233-244.
- Emerald Citation of Excellence Award (2016)
- Harris, D. and Kor, Y. Y. (2013). Role of Human Capital in Scaling Social Entrepreneurship. Journal of Management for Global Sustainability, 163-172.
- Kor, Y. Y. and Sundaramurthy, C. (2009). Experience-Based Human Capital and Social Capital of Outside Directors. Journal of Management, 35(4): 981-1006.
- Pettus, M. L., Kor, Y. Y., and Mahoney, J. T. (2009). A theory of change in turbulent environments: the sequencing of dynamic capabilities following industry deregulation. International Journal of Strategic Change Management, 1(3): 186-212.

- Kor, Y. Y. and Misangyi, V. (2008). Outside Director's Industry-Specific Experience and Firms' Liability of Newness. Strategic Management Journal, 29(12): 1345-1355.
- Kor, Y. Y., Mahoney, J. T., and Watson, S. (2008). The Effects of Demand, Competitive, and Technological Uncertainty on Board Monitoring and Institutional Ownership of IPO Firms. Journal of Management and Governance, 12(3): 239-259.
- Foss, N. J., Klein, P. G., Kor, Y. Y., and Mahoney, J. T. (2008). Entrepreneurship, Subjectivism, and the Resource-Based View: Towards a New Synthesis. Strategic Entrepreneurship Journal, 2(1): 73-94.
- Listed on *SSRN's Top Ten download list* for Entrepreneurship (General) category (2007)
- Kor, Y. Y., Mahoney, J. T., and Michael, S. (2007). Resources, Capabilities, and Entrepreneurial Perceptions. Journal of Management Studies, 44(7): 1185-1210.
- Kor, Y. Y. (2006). Direct and Interaction Effects of Top Management Team Attributes and Corporate Governance on R&D Investment Strategy. Strategic Management Journal, 27(11): 1081-1099.
- Kor Y. Y. and Leblebici, H. (2005). How Do Interdependencies among Human-Capital Deployment, Development, and Diversification Strategies Affect Firms' Financial Performance? Strategic Management Journal, 26(10): 967-985.
- Kor, Y. Y. and Mahoney, J. T. (2005). How Dynamics, Management, and Governance of Resource Deployments Influence Firm-Level Performance. Strategic Management Journal, 26(5): 489-496.
- Kor, Y. Y. and Mahoney, J. T. (2004). Edith Penrose's (1959) Contributions to the Resource-Based View of Strategic Management. Journal of Management Studies, 41(1): 183-191.
- Listed among *Journal of Management Studies Top 10 Accessed Articles* (2006)
  - Translated to French and republished in Les Grands Auteurs en Economie des Organisations (2008) [*Great Authors in Economic Organization*], edited by Didier Chabaud, Jean-Michel Glachant, Claude Parthenay & Yannick Perez.
- Kor, Y. Y. (2003). Experience-Based Top Management Team Competence and Sustained Growth. Organization Science, 14(6): 707-719.
- Reprinted in Entrepreneurship and Leadership (2013), edited by Donald Kuratko and Michael Morris.
- Kor, Y. Y. and Mahoney, J. T. (2000). Penrose's Resource-Based Approach: The Process and Product of Research Creativity. Journal of Management Studies, 37(1): 109-139.

### **Essay Contributions:**

Kor, Y. Y. (2013). Isolating Mechanisms. Essay contribution to Palgrave Dictionary of Strategic Management. Northampton, MA: Edward Elgar Publishing, Inc. Edited by David Teece and Mie Augier.

### **Refereed Proceedings:**

Pettus, M. L., Kor, Y. Y., Mahoney, J. T., and Michael, S. (2010). "Stepping stones to sustainable firm growth: Evidence from the U.S. railroad industry." *Best Paper Proceedings of Academy of Management Meeting*, Montreal, Canada.

Kor, Y. Y. (1999). Generating and sustaining rents in professional service firms through firm-specific human capital. *Proceedings of the Midwest Academy of Management Conference in Lincoln, NE.*

### **Book Reviews:**

Kor, Y. Y. and J. T. Mahoney (2003). The Growth of the Firm: The Legacy of Edith Penrose, edited by C. Pitelis, (Book Review), Academy of Management Review, 28(1): 160-163.

Kor, Y. Y. (2001). The Entrepreneurial Mindset: Strategies for Continuously Creating Opportunity in an Age of Uncertainty, by R.G. McGrath and I. MacMillan, (Book Review), Academy of Management Review, 26(3): 457-459.

### **Other Contributions:**

Kor, Y. Y. and Reynolds C. (2021). The UK wastes millions of tonnes of food every year: here's how we can change that. The Conversation. June 29, 2021.

Kor, Y. Y. (2019). Shopping trends mean blocking the big Sainsbury's-Asda merger may not protect customers. The Conversation. April 29, 2019.

### **ACADEMIC HONORS AND AWARDS**

**Best Paper Award** for the paper 'Converting Technological Innovations into New Products: The Role of CEO General Skills' by Shukhrat Nasirov, Cher Li & Yasemin Kor. Award given by the Journal of Product Innovation Management Research Forum in Chicago, 2018

**Emerald Citation of Excellence Award, 2016**

**Beckwith Professor of Management Studies**, University of Cambridge, 2015 - present

**Darla Moore Research Fellow, 2014 - 2015**

**Elected Research Committee Member**, 2014 – 2016, Academy of Management, Business Policy and Strategy Division – Selecting BPS Dissertation Competition winners.

**U.S. Fulbright Research Scholar**, 2013

**Associate Editor**, Journal of Management, 2009-2011

**Elected Representative At Large**, 2009-2011, Strategic Management Society -- Corporate Strategy Interest Group

**Outstanding Reviewer Award**, 2007, Academy of Management, BPS Division

**Outstanding Reviewer Award**, 2004, Academy of Management, BPS Division

**Outstanding Reviewer Award**, 1999, Academy of Management, BPS Division

**Outstanding Reviewer Award**, 1999, Midwest Academy of Management

**Best Graduate Student Paper Award**, 1999, Midwest Academy of Management

**Academic Excellence Award**, 1996, Master of Business Administration, University of Illinois.

### **ACADEMIC GRANTS AND FELLOWSHIPS**

NESsT – GSBI Talent Project Research Grant, 2015

University of South Carolina Darla Moore School Research Grant, 2008-2009; 2012-2013

University of Delaware College of Business & Economics Research Grant, 2004, 2006

University of Delaware Summer Research Grant & General Research Grant, 2001-2002; 2003

University of Illinois Campus Research Grant (with Joe Mahoney), 1999-2000

FMC Educational Fund Fellowship – University of Illinois, 1998-2000

University of Illinois Fellowship, 1996-1998

University of Illinois MBA Management Leadership Grant, 1995-1996

## **EDITORIAL BOARDS**

<b><u>Associate Editor:</u></b>	<u>JOURNAL OF MANAGEMENT</u>	2009 - 2011
<b><u>Editorial Boards:</u></b>	<u>STRATEGIC MANAGEMENT JOURNAL</u>	2007 - present
	<u>STRATEGIC ORGANIZATION</u>	2013 - present
	<u>INTERNATIONAL JOURNAL OF STRATEGIC CHANGE MANAGEMENT</u>	2006 - 2020
	<u>JOURNAL OF MANAGEMENT STUDIES</u>	2006 - 2020
	<u>JOURNAL OF MANAGEMENT</u>	2008 - 2009; 2011 - 2012

### **Conference Manuscript Reviews:**

Reviewer for Strategic Management Society Annual Conference, 2009-present  
Reviewer for Academy of Management Meetings, BPS Division, 1998-2010, 2014  
Reviewer for Midwest Academy of Management, Strategy-Ent. Division 1998-1999  
Reviewer for Southern Management Association, Entrepreneurship Division, 1999

### **Ad hoc Journal Reviews:**

Reviewer for Academy of Management Journal, 2004-present  
Reviewer for Academy of Management Perspectives, 2014-present  
Reviewer for Academy of Management Review, 2004-present  
Reviewer for Corporate Governance: An International Review, 2005-present  
Reviewer for Human Resource Management, 2008-present  
Reviewer for Journal of Management, 2001-2009; 2011-present  
Reviewer for Journal of Management and Governance, 2009-present  
Reviewer for Journal of Managerial Issues, 2000-present  
Reviewer for Journal of Management Studies, 2001-present  
Reviewer for Journal of Production and Innovation Management, 2021-present  
Reviewer for Management Research Journal, 2010-present  
Reviewer for Management Science, 2011-present  
Reviewer for Strategic Management Journal, 2006-present  
Reviewer for Oxford Research Review, 2015-present  
Reviewer for Organization Science, 2005-present  
Reviewer for Organization Studies, 2008-present  
Reviewer for Small Business Economics, 2007-present

## **Grant Reviews:**

Reviewer for National Science Foundation, 2006-present  
Reviewer for Israel Science Foundation, 2006- present  
Reviewer for Flanders (Belgium) Research Foundation, 2012-present

## **Other:**

UIUC Business Administration Graduate Student Advisory Council, 1997-1998, 1999-2000

## **INVITED RESEARCH SEMINARS AND PRESENTATIONS**

Panel Speaker on “Increasing sustainability across the business value chain to achieve Net Zero,” organized by Judge Business School at the University of Cambridge, November 2021.

Panel Speaker on “What a Waste: Circular food systems and sustainable diets,” organized by Global Food Security Interdisciplinary Research Centre at the University of Cambridge, April 2021.

Keynote Speaker on "CEO Advice Seeking and Board Governance" for the Corporate Governance Interest Group at the European Academy of Management (EURAM) 2020 Conference, December, 2020.

Industry Disruption and Managerial Responsiveness Through Acquisitions. Presented at Strategy Research Seminar at University of East Anglia, Norwich Business School, November, 2017.

The Role of Board Leadership Structure in Enhancing the Value of Board’s Human and Social Capital. Presented at Strategy Research seminar at Judge Business School, University of Cambridge, March, 2015.

Positive and Negative Synergies between the CEO’s and the Corporate Board’s Human and Social Capital: A Study of Biotechnology IPOs.  
Presented at Strategy Research Seminars during my Fulbright Research Scholarship and sabbatical 2013-2014:

- University of Kansas, May 2013
- Bocconi University, October 2013
- Bilkent University, November; 2013
- Orta Dogu Teknik Universitesi, December 2013
- Sabanci University, December 2013
- Istanbul Sehir University, December 2013
- Portland State University, March 2014
- University of Oregon, March 2014
- University of Texas Arlington, April 2014



Associate Editor Panel – Scholarly Research Development and Publishing – Invited panel speaker, Moore School of Business, University of South Carolina, May, 2012.

Developing Your Research Network—Invited panel speaker at Atlanta Competitive Advantage Conference, May, 2012.

Dynamic Managerial Capabilities: Configuration and Orchestration of the Top Management Team Resources. Presented at University of Wisconsin Strategy Seminar, November, 2011.

Corporate Governance and Board of Directors—Invited speaker at Doctoral Research Seminar at Arnold School of Public Health, University of South Carolina, November, 2010.

Creating a Scholarly Research Program and Career – Invited speaker at Doctoral Seminar in Management Science, University of South Carolina, April, 2010.

Resources, Knowledge, and Governance: Top Management Teams and Board Governance. Presented at University of Tennessee Research Seminar, Knoxville, TN, February, 2010.

Invited Panel Speaker at the *Entrepreneurship Research Exemplars Conference*  
~Best Practices Conference for Advancing Research Excellence in Entrepreneurship,  
University of Connecticut, Storrs, CT, May, 2009.

Experience-Based Human Capital and Social Capital of Outside Directors. Presented at Strategy Research Seminars at:

- University of Texas --Austin, 2006
- University Colorado -- Boulder, 2006
- University of South Carolina, 2007
- University of California--Irvine, 2007

## **SCHOLARLY CONFERENCE ACTIVITIES**

*Table Leader* at Women’s Networking Breakfast, Strategic Management Society Conference

- Minneapolis, USA, 2019

*Judge* for the Best Paper Prize, Strategic Management Society Conference

- Minneapolis, USA, 2019
- Paris, France, 2018
- Houston, USA, 2017

*Co-Chair* of Strategy Doctoral Workshop - with Prof. Becky Reuber of U. of Toronto - June, 2017  
SMS Banff Conference on Transforming Entrepreneurial Thinking into Dynamic Capabilities.  
Co-organized and ran two panels plus two interactive workshops that brought faculty mentors and doctoral students together.

Invited Discussant at Darden-Cambridge Entrepreneurship Conference, University of Cambridge, June, 2017.

Invited Paper Development Workshop Facilitator – Strategic Leadership and Governance SIG. Strategic Management Society Conference, September, 2016, September 2018.

Invited Discussant at Midwest Strategy Meeting at University of Illinois, June, 2013.

Ph.D. Research Development Workshop Facilitator. Atlanta Competitive Advantage Conference, May, 2012.

New Ph.D. Student Orientation Workshop Facilitator. Academy of Management Annual Meeting in Boston, MA, 2012.

*Judge for the Best Ph.D. Paper Prize, Strategic Management Society Conference*

- Miami, FL, 2011
- Rome, Italy, 2010

Selected Participant at the Business Policy and Strategy Mid-Career Workshop at the Academy of Management Annual Meeting in Montreal, August, 2010.

*Co-Chaired and organized a panel at Strategic Management Society Conference (with Christos Pitelis), Washington, DC, October, 2009.*

*50<sup>th</sup> Anniversary of Edith Tilton Penrose's (1959) The Theory of the Growth of the Firm and Her Contributions to Research in Strategy, Innovation, and MNCs*

- Presenters: Yasemin Kor, Joe Mahoney, Margie Peteraf, Christos Pitelis, Maurizio Zollo.

*Co-Chaired and organized an AOM Professional Development Workshop (with T. Moliterno), BPS Division, Anaheim, CA, August, 2008.*

*The "Hows" of Dynamic Capabilities: Building a Process-Based Research Agenda*

- Roundtable workshop (28 submissions accepted; 35 authors attended)
- Discussion and debriefing by facilitators (Chris Bingham, Russ Coff, Steven Floyd, Joe Mahoney, Cathy Maritan, Jamal Shamsie, and Maurizio Zollo)

Invited Discussant for the paper session on “Equity and Its Alternatives in Alliance Governance” at the Academy of Management Conference in Anaheim, CA, August, 2008.

Discussant for the paper session “Strategy Process: Leading the Way to Sound Governance” at the Academy of Management Conference in Atlanta, GA, August, 2006.

Selected participant at the Business Policy and Strategy New Faculty Consortium at the Academy of Management Annual Meeting in Denver, CO, August, 2002.

Chair for the paper session “Real Option Theory and Risk Management” at the Academy of Management Meeting in Chicago, IL, August, 1999.

Discussant (with David Hunger) for the paper session entitled “Strategy, TQM, and Tactical Perspectives” at the Midwest Academy of Management Conference in Lincoln, NE, 1999.

Selected participant at the Business Policy and Strategy Doctoral Consortium at the Academy of Management Annual Conference in Chicago, IL, August, 1999.

Chairperson of the Illinois MBA International Marketing Conference in Champaign, IL, February, 1996. Organized a conference for the University of Illinois MBA Program. Recruited domestic and international corporate speakers and invited students from other MBA programs in the Midwest region.

### **CONFERENCE PRESENTATIONS**

[39] “The Role of Corporate Diversification in Resource Allocation Adjustments of Multi-business Firms” (by Niklas Lindlbauer, Yasemin Kor, and Kulwant Singh). AOM Conference, 2021.

[38] “The Role of Corporate Diversification in Resource Allocation Adjustments of Multi-business Firms” (by Niklas Lindlbauer and Yasemin Kor). SMS Virtual (London) Conference, 2020.

[37] “Re-Allocation of Resources in the Multi-Business Firm: Dynamism vs. Persistence” (by Niklas Lindlbauer and Yasemin Kor). SMS Conference in Minneapolis, 2019.

[36] “Re-Allocation of Resources in the Multi-Business Firm: Dynamism vs. Persistence” (by Niklas Lindlbauer and Yasemin Kor). AOM Conference in Boston, 2019.

[35] “Converting Technological Innovations into New Products: The Role of CEO General Skills” (by Nasirov, Shukhrat, Li, Cher, and Kor, Y.Y.). Journal of Product Innovation Management JPIM Research Forum in Chicago, 2018. Best Paper Award.

[34] "Human Capital and Scalability in Social Entrepreneurship" (by Dawn Harris and Yasemin Kor). Academy of Management Specialized Conference from Start-Up to Scale-Up, Tel-Aviv, December 2018.

[33] “Corporate-Level Re-Allocation of Resources in the Multi-Business Firm: Dynamism vs. Persistence” (by Niklas Lindlbauer and Yasemin Kor). SMS Conference in Paris, 2018.

[32] “The Microfoundations of the Corporate-Level Resource Allocation Process” (by Niklas Lindlbauer and Yasemin Kor). Paper presented at AOM Conference in Chicago, 2018.

[31] “Dynamic Capabilities at the Corporate Headquarters: The Microfoundations of the Corporate-Level Resource Allocation Process” (by Niklas Lindlbauer and Yasemin Kor). Paper presented at SMS Conference in Houston, 2017.

- [30] “Industry Disruption and Managerial Responsiveness Through Acquisitions” (by Yasemin Kor and Danchi Tan). Paper presented at SMS Conference in Banff, 2017.
- [29] “Human Capital Systems and Scalability in Social Entrepreneurship” (by Yasemin Kor and Dawn Harris). Paper presented at SMS Conference in Berlin, 2016.
- [28] “Corporate Acquisitions and Managerial Responsiveness: Evidence from the Organic and Healthy Food Industry” (by Yasemin Kor and Danchi Tan). Paper presented at SMS Conference in Rome, 2016.
- [27] “The Role of Board Leadership Structure in Enhancing the Value of Board’s Human and Social Capital” (by Chamu Sundaramurthy, Yasemin Kor, and Kuntara Pukthuanthong). Paper presented at the Academy of Management Annual Meeting in Vancouver, 2015.
- [26] “Corporate Acquisitions and Managerial Responsiveness: Evidence from the Organic and Healthy Food Industry” (by Yasemin Kor and Danchi Tan). Paper presented at Industry Studies Association Conference in Kansas City, MO, 2015.
- [25] “Due Diligence in Working with Star Performers” (by Yasemin Kor). Panel presenter at the Professional Development Workshop on Strategic Human Capital: Exploring the Bright and Dark Sides of Mega-Stars and Firm Performance. Academy of Management Annual Meeting in Philadelphia, 2014.
- [24] “Role of Human Capital in Scaling Social Entrepreneurship” (by Dawn Harris and Yasemin Kor). Paper presented at the SMS Conference in Atlanta, 2013.
- [23] “The Interactive Value of the CEO’s and the Corporate Board’s Human Capital: A Study of Biotechnology IPOs” (by Chamu Sundaramurthy, Kuntara Pukthuanthong, and Yasemin Kor). Paper presented at the Academy of Management Annual Meeting in Boston, 2012.
- [22] “The Co-Evolution of the Firm’s Dominant Logic and the Top Management Team.” Paper presented (by Yasemin Kor) at Cognition in Rough Professional Development Workshop at the Academy of Management Annual Meeting in Boston, August, 2012.
- [21] “Publishing in the Top-tier” (by Yasemin Kor). Panel presenter at AOM Caucus, Academy of Management Meeting in San Antonio, TX, August, 2011.
- [20] “Stepping Stones to Firm Growth: Evidence from the Deregulated Railroad Industry” (by Mike Pettus, Yasemin Kor, Steven Michael, and Joe Mahoney). Paper presented at the Academy of Management Annual Meeting in Montreal, Canada, August, 2010.
- [19] “Dynamic Managerial Capabilities: Configuration and Orchestration of the Top Management Team Resources” (by Yasemin Y. Kor and Andrea Mesko). Paper presented at the SMS Conference, Washington DC, October, 2009.

- [18] “Fundamental Insights from Penrose’s (1959) Theory of the Growth of the Firm: Why do Managerial Resources and Management Teams Matter?” (by Yasemin Y. Kor). Paper presented at the SMS Conference, Washington DC, October, 2009.
- [17] “Rebuilding of dynamic managerial capabilities: Reconfiguration of the top management team and the firm’s dominant logic” (by Yasemin Y. Kor and Andrea Mesko). Paper presented at the EGOS Colloquium in Barcelona, Spain, July, 2009.
- [16] “Dynamic Managerial Capabilities: Cognitive Heterogeneity and Knowledge Sharing in Top Management Teams.” (by Yasemin Y. Kor and Andrea Mesko). Paper presented at the Academy of Management Annual Meeting in Anaheim, August, 2008.
- [15] “Experience-Based Human Capital and Social Capital of Outside Directors.” (by Yasemin Y. Kor and Chamu Sundaramurthy). Paper presented at the Atlanta Competitive Advantage Conference in June, 2008.
- [14] “Resources, Subjectivism, and Team Entrepreneurship” (by Yasemin Y. Kor). Invited paper presented at the Academy of Management Annual Meeting in Philadelphia, August, 2007.
- [13] “Decoupling As Smoke and Mirrors? Diverse Practices and Conflicting Logics Underlying EMS Adoptions” (by Vilmos Misangyi, Jennifer Gregan-Paxton, and Yasemin Y. Kor). Paper presented by Misangyi at the Academy of Management Annual Meeting in Atlanta, August, 2006.
- [12] “Understanding the Growth of Large Law Firms: An Empirical Examination of Three Theoretical Legacies” (by Huseyin Leblebici and Yasemin Y. Kor). Paper presented by Leblebici at the Oxford Professional Service Firms Conference in Oxford, UK, 2005.
- [11] “Resources, Capabilities, and Entrepreneurial Perceptions” (by Yasemin Y. Kor, Joe Mahoney, and Steven Michael). Paper presented by Mahoney at the Academy of Management Annual Meeting in Hawaii, August, 2005.
- [10] “The Evolution of Board of Directors: The Contingency of Top Management Team Competence” (by Yasemin Y. Kor and Vilmos Misangyi). Paper presented at the SMS Conference in San Juan, Puerto Rico, November, 2004.
- [9] “Outside Directors’ Experience-Based Competence” (by Yasemin Y. Kor and Chamu Sundaramurthy). Paper presented at the Resource-based View Workshop at the Academy of Management Annual Meeting in New Orleans, LA, August, 2004.
- [8] “Edith Penrose’s (1959) Contributions to the Resource-Based View of Strategic Management” (by Yasemin Y. Kor and Joseph T. Mahoney). Invited paper presented at the Academy of Management Annual Meeting in New Orleans, LA, August, 2004.

- [7] “Industry Effects on the Choice and Effectiveness of Board Monitoring and Executive Incentive Compensation” (by Yasemin Y. Kor, Sharon Watson, and Joseph T. Mahoney). Paper presented at the SMS Conference in Baltimore, November, 2003.
- [6] “Efficient Deployment and Development of Human Capital, Diversification Strategy and Firm Performance” (by Yasemin Y. Kor and Huseyin Leblebici). Paper presented at the Academy of Management Annual Meeting in Denver, CO, August, 2002.
- [5] “Top Management Team Attributes, Corporate Governance and R&D Investment Strategy” (by Yasemin Y. Kor). Paper presented at the Academy of Management Annual Meeting in Denver, CO, August, 2002.
- [4] “Performance Outcomes of Resource Deployment Strategies, Top Management Experience and Corporate Governance” (by Yasemin Y. Kor and Joseph T. Mahoney). Paper presented at the Strategic Management Society Annual Meeting in San Francisco, CA, October, 2001.
- [3] “Bridging Resource-Based and Upper-Echelons Perspectives: An Empirical Examination of Effects of Top Management Experience on R&D Strategy and Firm Performance of IPO Firms” (by Yasemin Y. Kor). Paper presented at the Academy of Management Annual Meeting in Toronto, Canada, August, 2000.
- [2] “Nonlinear and Interaction Effects of Top Management Team Experience Heterogeneity on Firm Performance: The Case of IPOs in Medical and Surgical Instruments Industry” (by Yasemin Y. Kor and Joseph T. Mahoney). Paper presented at the Academy of Management Annual Meeting in Toronto, Canada, August, 2000.
- [1] “Generating and Sustaining Rents in Professional Service Firms Through Firm-specific Human Capital” (by Yasemin Y. Kor). Paper presented at the Midwest Academy of Management Meeting, Lincoln, NE, April, 1999. [Best Graduate Student Paper Award]

## **TEACHING EXPERIENCE**

### **Strategic Change and Renewal, Executive-MBA, Executive Education Program (Academic Program Director)**

- Taught at Cambridge Judge Business School

### **Mergers & Acquisitions, Executive-MBA**

- Taught at Cambridge Judge Business School

### **Strategy Management, Doctoral Seminar in Strategic Management**

- Taught at Cambridge Judge Business School
- Taught at University of South Carolina

### **Strategy Execution for Social Innovation, Master of Social Innovation**

- Taught at Cambridge Judge Business School

**Corporate Strategy, MBA Capstone Course** (full time and part time sections)

- Taught professionals from Astra Zeneca, DuPont, JP Morgan Chase, and MBNA
- Taught at University of Delaware
- Taught at Sarajevo Graduate School of Business
- Team-taught in Executive MBA format and mentored Bosnian Strategy Faculty

**Strategic Management, Undergraduate Capstone Course** (regular and honors sections)

- Taught at University of Illinois at Urbana-Champaign
- Taught at University of Delaware
- Taught at University of South Carolina

**Entrepreneurship and Small Business, Undergraduate Entrepreneurship Major Course**

- Taught at University of South Carolina

**Graduate-Level Independent Studies:**

- Enron: Corporate Strategy and Governance Analysis
- Executive Compensation
- Corporate Governance Practices in Emerging Economies

**Collaboration with Executives and Entrepreneurs in the Classroom**

- Roger Schrum, VP of Investor Relations and Corporate Affairs, Sonoco Corporation
- Jim Kelley, VP Marketing and Operations and Co-founder, ING Direct USA
- Damian Finio, Senior Director, U.S. R&D Finance, Astra Zeneca
- Richard Beezer Molton, Founder of Half-Moon Outfitters
- Josh Hackler, President and Founder of Spanish Vines
- Kim Neel, Co-founder of Alala LLC.
- Kevin Finn, President and Co-founder, Iron Hill Brewery and Restaurant
- Kevin Fields, Founder of Lifeurban Lifestyle Scientists
- Larry Lucas, Small business owner and State Farm Agent

**Development and Renewal in Teaching**

- Attended workshop on Role Play, 2017
- Attended workshops on Creative & Interactive Exercises, Voice, and Body, 2017
- Attended workshop on Improvisation, 2017
- USC Sustainability Fellow 2013-2014
- Participated in an all-day workshop on Incorporating Sustainability in Curricula
- Participated in a half-day workshop on Writing for Student Engagement
- Participated in a half-day workshop on Problem-Based Learning

## **UNIVERSITY SERVICE**

### **Cambridge Judge Business School (2015-present):**

Head of Strategy and International Business Subject Group, 2019-present

Convener, Board of Electors for Sinyi Chair Professorship (2020-2021)

Mentor for Cambridge Entrepreneurship Venture Weekend, Global Food Security, 2018, 2019

- Mentored venture teams on their ideas and business model development

Strategy Ph.D. Program Pathway Representative (2019-present)

Ph.D. Steering Committee (2019-2022)

Advisory Committee on Probation (2019-present)

Selection Committee (2020-2022)

Appointments and Tenure Committee (2017-2019)

MBA Exam Board Internal Examiner (2017-2018)

Ph.D. Program Recruitment and Teaching Committee (2015-present)

MPhil Research Program Recruitment and Teaching Committee (2015-present)

Supervisor, MPhil Dissertations

Supervisor, MOTI projects

Supervisor, MBA Global consulting projects and EMBA individual projects

### **Ph.D. Students (Supervisor, Internal Examiner, and External Examiner):**

- Ph.D. Student Dissertation Chair for Niklas Lindlbauer (2016-2021)—Placed at King's College London, 2021.
- Judge Business School, University of Cambridge Internal Examiner – Aulia Syakhroza (Supervisors Lionel Paoella & Kamal Munir), 2018.
- King's College London External Examiner - Kathy Li (Supervisor: Keith Brouters), 2017.
- University of Nottingham External Examiner - Shukhrat Nasirov (Supervisors: Steve Thompson and Cher Li), 2017.

### **University of South Carolina (2007 – 2015):**

#### **Ph.D. Students:**

- Ph.D. Student Dissertation Committee Member for Tolga Ulusemre (2014-2016)
- Ph.D. Student Dissertation Committee Member for Ray Kim (2014-2015)
- Ph.D. Student Dissertation Committee Member for Patricio Duran (2014-2015)
- Ph.D. Student Dissertation Committee Member for Nick Bailey (2014-2015)
- Ph.D. Student Comprehensive Examination Committee Member for Ettore Spadafora (2014)
- Ph.D. Student Comprehensive Examination Committee Member for Erin McKie (2014)
- Ph.D. Student Comprehensive Examination Committee Member for Ray Kim (2013)
- Co-Chair for Ph.D. Student Qualifying Paper Committee for Michael Ulrich (2012)
- Ph.D. Student Comprehensive Examination Committee Member for Cristobal Barra (2012)
- Ph.D. Student Dissertation Committee Member for Cigdem Ataseven (2012-2013)



- Invited and hosted Visiting scholar Ph.D. student Po-Yuan Chen from National Chengchi University in Taiwan (2011)
- Ph.D. Student Qualifying Paper Committee Member for Ray (Youngsang) Kim (2011)
- Ph.D. Student Dissertation Committee Member for William I. MacKenzie (2009-2010)
- Ph.D. Student Qualifying Paper Committee Member for Andrea Mesko (2008-2009)

Department Level:

Tenure and Promotion Committee (2010-2015)

Strategy and OB/HR Faculty Recruitment (2007, 2008, 2010, 2011, 2012, 2013, 2014, 2015)

Human Capital Conference Organization Committee (2012-2014)

Ph.D. Program Recruitment (2007, 2011, 2013, 2014)

Chair -- Search Committee to fill a senior Strategic Management position (2010-2011)

Judge, New Venture Case Competition (Ivory Tower to Market Place Course), sponsored by Moore School of Business, Honors College, and USC Nano Center (2009)

Strategic Planning Committee for Management Department Five-Year Strategic Plan (2008)

Coordinator, Department of Management Research Seminar and Speaker Series (2007-2008)

- Initiated and organized research seminars for Strategic Management and OB/HR

College Level:

Undergraduate Curriculum Committee (2014-2015)

Faculty Advisory Committee (2012-2013; Spring 2014-2015)

AAPP Faculty Mentor for a Moore School doctoral student (2013-2015)

Undergraduate Scholastic Standards and Petitions Committee (2009-2012)

College Search Committee Member, Search for Full Professor in Sustainability (Spring 2010)

Moore School of Business Strategic Initiatives Development (2007- 2008)

University Level:

Judge for Business, Law, Politics, and Social Sciences *Undergraduate Research Competition* at Discovery Days (Spring 2008; Spring 2012)

**Service at University of Delaware (2001-2007):**

Department Level:

Slocomb Professional Excellence Award Committee (2006)

Undergraduate Honors Committee (2004-2005; 2006-2007)

Judge, Case Competition in BUAD441 Honors Course (2003)

Delaware Decision Days (2002)

Undergraduate Curriculum Committee (Department level) (2001-2002)

Search Committee, to fill junior-level opening in Strategic Management (2001)

College Level:

Roundtable discussions with the CEOs from ING Direct, SDI, and Hercules (2004-2006)  
MBA Curriculum Development, Case Study Analysis and Presentation Workshop (2006)  
MBA Committee (2004-2005)  
SGSB MBA Program Faculty Recruitment and Mentoring (2005)  
MBA Student Advisor (2002-2006)  
Business and Economics Undergraduate Convocation (2003, 2005)

University Level:

Ad Hoc Faculty Senate Committee on Recycling (2004-2005)  
Faculty Advisor, Turkish Student Association (2001-2006)  
Faculty Senate (2001-2003)

**MEMBERSHIP IN ACADEMIC ASSOCIATIONS**

Academy of Management

Business Policy and Strategy - Entrepreneurship - Organization and Natural Environment

Strategic Management Society

European Group for Organizational Studies

Fulbright Association

## **PROFESSIONAL EXPERIENCE**

**TURKIYE IS BANKASI, A.S.,** Ankara, Turkey

**Securities and Investment Division**

### **Account Executive**

- Managed stock portfolios (investment decisions and stock trading operations) at the largest commercial bank in Turkey.
- Conducted economic analysis and prepared reports on comparative returns of investment instruments.
- Collaborated with IT to have specialized software written to streamline stock trading operations.

**UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN**

**College of Engineering Development Center,** Champaign, IL, U.S.A.

### **Graduate Assistant**

- Researched specific Asian conglomerates and prepared a briefing book for the Assistant Dean of College of Engineering and the President of University of Illinois.
- Surveyed firms to assess the marketability of an on-line service providing access to Engineering Library Collection.

**PAUL HARTMANN A.G.,** Heidenheim, Germany

**Headquarters Marketing**

### **Product Management Trainee**

- Performed market research on specific consumer goods products in German market.
- Designed and administered a survey, analyzed the results and developed implications for the current strategy.

**STADTWERKE GELSENKIRCHEN,** Gelsenkirchen, Germany

**Accounting Management Trainee**

- Performed financial analysis and accounting functions at an energy company