

*Phillip H. Phan, Ph.D.*  
*Alonzo and Virginia Decker Professor of Strategy and Entrepreneurship*  
*The Johns Hopkins University Carey Business School*  
*Professor of Medicine (Joint)*  
*Department of Medicine, Johns Hopkins Medicine*  
*100 International Drive ♦ Baltimore ♦ Maryland ♦ 21202 ♦ USA*

## EMPLOYMENT HISTORY

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|--------------|--|
| 2020-current | Core Faculty, Hopkins Business of Health Initiative, Bloomberg School of Public Health and Carey Business School, Johns Hopkins University |
| 2019-current | Affiliate Faculty, Malone Center for Engineering in Healthcare, Whiting School of Engineering, Johns Hopkins University                    |
| 2019-current | Associate Director, Johns Hopkins Institute for Clinical and Translational Research, Johns Hopkins Medicine                                |
| 2019-current | Member of Steering Committee, Johns Hopkins 21 <sup>st</sup> Century Cities Initiative, Johns Hopkins University                           |
| 2019-2020    | STaRs (Italian Ministry of Education) Visiting Professor, University of Bergamo, Italy   |
| 2016-current | Professor of Medicine (Joint), Department of Medicine, Johns Hopkins School of Medicine  |
| 2015-current | Alonzo and Virginia Decker Professor of Strategy and Entrepreneurship, The Johns Hopkins University Carey Business School                  |
| 2013-current | Visiting Professor of Medicine, Department of Medicine, National University of Singapore Yong Loo Lin School of Medicine                   |
| 2012-current | Core Faculty, The Johns Hopkins School of Medicine Armstrong Institute for Patient Safety and Quality, Johns Hopkins Medicine              |
| 2011-2012    | Interim Dean, The Johns Hopkins University Carey Business School   |
| 2010-2015    | Executive Vice-Dean, The Johns Hopkins University Carey Business School  |
| 2009-2012    | Visiting Professor of Engineering Technology and Management, National University of Singapore Faculty of Engineering                       |
| 2008-2009    | Vice-Dean for Faculty and Research, The Johns Hopkins University Carey Business School   |
| 2008-2009    | Associate Dean for the Global MBA Program, The Johns Hopkins University Carey Business School  |
| 2008-current | Professor (tenured), The Johns Hopkins University Carey Business School  |
| 2008-2009    | Tommie Goh Distinguished Visiting Professor, Singapore Management University   |
| 2006-2008    | Director, MBA and Masters Programs, Lally School of Management and Technology, Rensselaer Polytechnic Institute                            |

- 2006-2007 Visiting Research Professor, Lee Kong Chian School of Business, Singapore Management University
- 2006-2007 Robert Bosch Foundation Public Policy Fellow, The American Academy in Berlin
- 2006-2008 Warren H. Bruggeman '46 and Pauline Urban Bruggeman Distinguished Professor (tenured), Lally School of Management and Technology, Rensselaer Polytechnic Institute
- 2005-2008 Co-ordinator, Enterprise Management and Organization Area, Lally School of Management and Technology, Rensselaer Polytechnic Institute
- 2004-2005 Haniel-Stiftungsgastprofessur (Haniel Foundation Guest Professor), Wirtschaftswissenschaftliche Fakultät (School of Business and Economics), Humbolt-Universität zu Berlin (Humbolt University in Berlin), Germany
- 2003-2005 Visiting Research Associate Professor, Lee Kong Chian School of Business, Singapore Management University
- 2002-2004 Co-ordinator, Entrepreneurship and Strategic Management Area, Lally School of Management and Technology, Rensselaer Polytechnic Institute
- 2001-2004 Director of Research, Severino Center for Technological Entrepreneurship, Lally School of Management and Technology, Rensselaer Polytechnic Institute
- 2001-2008 Core Faculty, Faculty of Information Technology, Rensselaer Polytechnic Institute
- 2000-2008 John H. Broadbent Jr. '59 Endowment for Entrepreneurship Research Chair, Rensselaer Polytechnic Institute
- 2000-2005 Warren H. Bruggeman '46 and Pauline Urban Bruggeman Distinguished Associate Professor (tenured), Lally School of Management and Technology, Rensselaer Polytechnic Institute
- 1999-2001 Visiting Associate Professor of International Business, Chulalongkorn University, Thailand
- 1998-2002 Visiting Associate Professor of Business Policy, Faculty of Business Administration, National University of Singapore
- 1997-1999 Visiting Associate Professor of International Business, Thammasat University, Thailand
- 1997-1998 Visiting Associate Professor of Management, Baruch College, City University of New York
- 1997-1999 Associate Professor of Policy (tenured), Schulich School of Business, York University, Canada
- 1992-1996 Assistant Professor of Policy, Schulich School of Business, York University, Canada
- 1988-1992 Instructor, Department of Management and Organization, University of Washington
- 1984-1988 Cost Controller, Westin Hotels and Resorts, USA

## ACADEMIC QUALIFICATIONS

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Ph.D. (1992) in Strategic Management (Dean's List)

Minors: Organizational Sociology, Industrial Organization Economics, and Research Methods

Foster School of Business, University of Washington.

Dissertation: Leveraged Buyouts: Impact on the American Corporation (Chair: Charles W.L. Hill)

## Research

### REFEREED JOURNAL PUBLICATIONS

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10595 Google Scholar citations (H-index: 43) Last Accessed: March 30, 2021

#### Healthcare and Medicine

1. Macis, Mario, Michelle Grunauer, Erika Gutierrez, Ricardo Izurieta, Phillip H. Phan, Miguel Reina Ortiz, Carlos Rosas, Enrique Teran (2021) Using incentives and nudging to improve non-targeted HIV testing in a high-burden province in Ecuador: A randomized trial, AIDS and Behavior, Preprint DOI: <https://doi.org/10.1007/s10461-021-03215-x>
2. Samuels, Jack, Calliope Hologue, Paul Nestadt, Joseph Bienvenu, Phillip H. Phan, Gerald Nestadt (2021), Contamination-related behaviors, obsessions, and compulsions during the COVID-19 Pandemic in a United States population sample. Journal of Psychiatric Research, 138: 155-162.
3. Wu, Christine X., Ernest Suresh, Francis W.L. Phng, Kai Pik Tai, Janthorn Pakdeethai, Jared L.A. D'Souza, Kelvin L.S. Min, Woan Shin Tan, Gamaliel Y-H Tan, Phillip H. Phan, Chi Hong Hwang (2021) Effect of a Real-Time Risk Score on 30-day Readmission Reduction in Singapore, Applied Clinical Informatics, 12: 372-382
4. Lee, Soo-Hoon, Clarice Wee, Chee Keat Tan, Phillip H. Phan, Yanika Kowitlawakul, Amartya Mukhopadhyay (2021) A Process View of Preparedness for ICU Patient Transitions of Care. Critical Care Medicine, 49(1): 558.
5. Lee, Burce Y., Ferguson, Michelle C., Cox, Sarah N. and Phan, Phillip H (2021) Big Data and Systems Methods: The Next Frontier to Tackling the Global Obesity Epidemic. Obesity, 29(2): 263-264
6. Marr, Kieren A., Phillip H. Phan (2020) The valorization of non-patent intellectual property in academic medical centers. The Journal of Technology Transfer, 45(6): 1823-1841
7. Lee, Soo-Hoon, Pankaj C. Patel, Phillip H. Phan (2020) Are the Self-Employed More Stressed? New Evidence on an Old Question. Journal of Small Business Management, Preprint DOI: [10.1080/00472778.2020.1796467](https://doi.org/10.1080/00472778.2020.1796467)
8. Lee, Soo-Hoon, Christopher Terndrup, Phillip H. Phan, Sandra Zaeh, Kwame Atsina, Nicole Minkove, Sanjay V. Desai (2020) The Impact of Environmental Context on Intern Sign-Out Quality, Journal of Patient Safety, 16: 304-306
9. Liu, Alvin T.K., Ferdinand K. Hui, Phillip H. Phan (2020) Clearing hurdles to large scale telemedicine adoption, Ophthalmology Times, 45(12): 1, 4
10. Chen, Yanying, Yi Jin Tan, Ya Sun, Cheng Zhan Chua, Jeffrey Kwang Sui Yoo, Shing Hei Wong, Helen Chen, John Chee Meng Wong, Phillip Phan (2020) A pragmatic randomized controlled trial of a cardiac hospital-to-home transitional care program in a Singapore academic medical center, Journal of Patient Safety and Risk Management, 25(2): 55-66
11. Sim, Ming Ann, Soo-Hoon Lee, Phillip H. Phan, Aisah Lateef (2020) Quality improvement at an acute medical unit in an Asian Academic Center: A mixed methods study of nursing work dynamics, Nursing Outlook, 68(2): 169-183
12. Lee, Soo-Hoon, Cindy Dwyer, Howard Carolan, Zoe Demko, Ravi Aron, Phillip Phan, Alan Ravitz, Peter Pronovost, Adam Sapirstein (2019) The Impact of Patient, Ward, and Best Practice Therapies on Adverse Outcomes in the ICU, Critical Care Medicine, 47(1): 482
13. Phan, Phillip H., Soo-Hoon Lee, Tinglong Dai, Nehama Moran, V.J Mathuranayagam, Jerry Stonemetz (2018) Exploratory Study of Factors Influencing Surgery Scheduled Length, Deviation from Scheduled Length, and Impact on Length of Stay, Journal of the American College of Surgeons, 227(4): e160

14. Lahiri, Manjari, Peter P.M. Cheung, Preeti Dhanasekaran, Su Ren Wong, Ai Yap, Daphne Tan, Amelia Santosa, Phillip H. Phan (2018) Does Care by a Multidisciplinary Team Improve Outcomes in Rheumatoid Arthritis? A Randomized Controlled Study, Arthritis & Rheumatology, 70.
15. Goh, G. K., Lee, S., Phan, P., & Tambyah, P. A. (2017) The Impact of Age on 30-day Unscheduled Readmissions for Diabetes Mellitus Patients, Journal of General Internal Medicine, 32: S342-S342
16. Lateef, Aisha, Soo Hoon Lee, Dale Andrew Fisher, Wei-Ping Goh, Hui Fen Han, Uma Chandra Segara, Tiong Beng Sim, Malcolm Mahadehvan, Khean Teik Goh, Noel Cheah, Aymeric YT Lim, Phillip H. Phan, Reshma A Merchant (2017) Impact of inpatient Care in Emergency Department on outcomes: a quasi-experimental cohort study, BMC Health Services Research, 17(1): 555
17. Lee, Soo Hoon, Dale A. Fisher, Heidi Mah, Wei-Ping Goh, Phillip H. Phan (2017) A qualitative study of sign-out processes between primary and on-call residents: relationships in information exchange, responsibility and accountability, International Journal for Quality in Health Care, 29(5): 646-653
18. Lee, Soo-Hoon Lee, Christopher Terndrup, Phillip H Phan, Sandra E Zaeh, Kwame Atsina, Nicole Minkove, Alexander Billioux, Souvik Chatterjee, Idoreyin Montague, Bennett Clark, Andrew Hughes, Sanjay V. Desai (2017) A Randomized Cohort Controlled Trial to Compare Intern Sign-Out Training Interventions, Journal of Hospital Medicine, 12(12): 979-983
19. Lee, Soo-Hoon, Sanjay V. Desai, Phillip H Phan (2017) The impact of duty cycle workflow on sign-out practices: a qualitative study of an internal medicine residency program in Maryland, USA, BMJ Open, 7(5): 1-8
20. Biskup, Toni, Phillip Phan, and Michelle Grunauer (2017) Lessons from the Design and Implementation of a Pediatric Critical Care and Emergency Medicine Training Program in a Low Resource Country – The South American Experience, Journal of Pediatric Intensive Care, 6(1): 60-65
21. Lee, S-H., Dorman, T., Pronovost, P., Phan, P. (2016), ICU, ED, OR, MED Doctors' Perceptions of Teamwork and Patient Transfers: Evidence from HSOPS, Critical Care Medicine, 44(12): 347
22. Lee, Soo-Hoon, Christopher P Terndrup, Phillip Phan, Sandra E Zaeh, Kwame Atsina, Nicole Minkove, Diana Kwong, Idoreyin Montague, Alexander Billioux, Bennett Clark, Andrew Hughes, Souvik Chatterjee, Sanjay Desai (2016) Pre-Post RCT of Four Training Interventions to Improve Sign-out Quality for Interns, Journal of General Internal Medicine, 31: S349-S34
23. Su, Erik, Misun Hwang, Emily Dunn, Julianna Amorese, Traci Antes, Nathaniel Bohn, Jennifer Snider, Kristen Nelson McMillan, Cliff Takemoto, Phillip H. Phan (2018) Clinician Ultrasound Screening for Catheter-associated Thrombosis in Critically Ill Children, Critical Care Medicine, 46(1): 634
24. Lee, Siu Yin, Soo Hoon Lee, Jenny H. H. Tan, Howard S. L. Foo, Phillip H. Phan, Alfred W. C. Kow, Sein Lwin, Penelope M. Y. Seah and Siti Zubaidah Mordiffi (2018) Factors associated with prolonged length of stay for elective hepatobiliary and neurosurgery patients: a retrospective medical record review, BMC Health Services Research, 18(1): 5-14
25. Phan, Phillip & Dean F. Wong (2017). Lost opportunities. Nature, 552 (7683): S18
26. Lee, Soo-Hoon, Phillip H. Phan, Todd Dorman, Sallie J. Weaver and Peter J. Pronovost (2016) The relationships between handoffs, patient safety, and patient safety culture perceptions: Evidence from HSOPS, BMC Health Services Research, 16:254
27. Lee, Soo-Hoon, Angela Lee, Sian Ni Lim, Mei Jian Koh, B. Tan, Phillip Phan, Reshma A. Merchant, Aisha Lateef, and Dale A. Fisher (2014) Pilot Study on Nurse-led Rounds: Preliminary Data on Patient Contact Time”, International Journal of Technical Research and Applications, 2(Special Issue 5), 68-71.
28. Lee, Soo-Hoon, Wei-Ping Goh, W.P., Dale A. Fisher, and Phillip Phan (2014) Factors that Promote the Perceived Usefulness and Clinical Outcomes of Signouts, International Journal of Technical Research and Applications, 2(Special Issue 5), 72-76.
29. Wong, Dean F., Robert Innis, Lawrence M. Sung, Lisa Gold, Steven Paul, Phillip Phan, Steven Grant, Hussein Manji (2013) New Models of Open Innovation to Rejuvenate the Biopharmaceutical Ecosystem, Neuropsychopharmacology 38: S17

#### Management and Entrepreneurship

30. Caizza, Rosa, Phillip H. Phan, Henry Etkowitz, and Erik Lehmann (2021) An Absorptive Capacity-based Systems View of Covid-19 in the Small Business Economy, International Entrepreneurship and Management Journal (in-press)
31. Li, Mengyin, Phillip H. Phan, and Sun Xian (2021) Business Friendliness: A Double-Edged Sword, Sustainability, 13(4): 1819-1840

32. Nicolaou, Nicos, Phillip H. Phan, Ute Stephan (2021) 'The Biological Perspective in Entrepreneurship Research. Entrepreneurship: Theory and Practice, 45(1): 3-17
33. Phan, Phillip, Geoffrey Wood (2020) Doomsday Scenarios (or the Black Swan Excuse for Unpreparedness). Academy of Management Perspectives, 34(4): 425-433
34. Fayolle, Alain, Wadid Lamine, Sarfraz Mian, Phillip Phan (2021) Effective models of science, technology and engineering entrepreneurship education: current and future research. Journal of Technology Transfer, 46(2): 277-287
35. Wright, Michael, Phillip H. Phan (2020) Opportunity: Is there a future in the construct? Academy of Management Perspectives, 34(3): 297-299
36. Chan, C.S. Richard, Pankaj C. Patel, Phillip H. Phan (2020) Do differences among accelerators explain differences in the performance of member ventures? Evidence from 117 accelerators in 22 countries, Strategic Entrepreneurship Journal, 14(2): 224-238
37. Choi, Young R., Phillip H. Phan, Jaepil Choi (2020) Formal governance, interfirm coordination, and performance in partnerships: An empirical investigation of a mediation model, European Management Journal, 38(3): 413-424
38. Xian, Sun, Soo-Hoon Lee, Phillip H. Phan (2019) Family firm R&D investments in the 2007-2009 Great Recession, Journal of Family Business Strategy, 10(4): 1-9
39. Phan, Phillip H. (2019) Implications for Management Research in the New *Political* Economy, Academy of Management Perspectives, 33(4): 367-370
40. Munshaw, Supriya, Soo-Hoon Lee, Phillip H. Phan, Kieren A. Marr (2019) The influence of human capital and perceived university support on patent applications of biomedical investigators, Journal of Technology Transfer, 44(4): 1216-1235
41. Phan, Phillip H. (2019) Market Approaches to Urban Grand Challenges: A Call for New Thinking on Old Problems, Academy of Management Perspectives, 33(3): 251-252
42. Phan, Phillip H. (2019) International Politics and Management Research: A Glaring White Space Calling Out to be Filled, Academy of Management Perspectives, 33(1):1-2
43. Wood, Geoffrey, Phillip H. Phan, Michael Wright (2018) The Problems with Theory and New Challenges in Theorizing, Academy of Management Perspectives, 32(4): 405-411
44. Caiazza, Rosa, Albert A. Cannella Jr, Phillip H. Phan, Michele Simoni (2018) An institutional contingency perspective of interlocking directorates, International Journal of Management Reviews, 21(3): 277-293
45. Ferrari, Bernard, Phillip H. Phan (2018) Universities and the Conglomerate Challenge, McKinsey Quarterly, 3:116-119
46. Phan, Phillip H., Michael Wright (2018) Advancing the Science of Human Cognition and Behavior, Academy of Management Perspectives, 32(3): 179-181
47. Wright, M, P. Phan (2018) The Commercialization of Science: From Determinants to Impact, Academy of Management Perspectives, 32(1): 1-3
48. Phan, Phillip, Michael Wright, Soo-Hoon Lee (2017) Of Robots, Artificial Intelligence, and Work, The Academy of Management Perspectives, 31(4): 253-255
49. Lee, Soo-Hoon, Phillip Phan, and Hung-bin Ding (2016) A Theory of Family Employee Involvement during Resource Paucity, Journal of Family Business Strategy (DOI: 10.1016/j.jfbs.2016.06.001)
50. Phan, Phillip and Mike Wright (2016) Whither the Academy of Management Perspectives, The Academy of Management Perspectives, 30 (1), 1-4
51. Liao, Yin-Chi., Phillip Phan (2015) Internal capabilities, external structural holes network positions, and knowledge creation, The Journal of Technology Transfer, 41(5), 1148-1167
52. Phan, Phillip (2016) The business of translation: Initial conditions and firm capacity in taking discoveries to market, Journal of Technology Transfer, 41(2), 179-181
53. Phan, Phillip (2014) The business of translation: The Johns Hopkins University Discovery to Market program, The Journal of Technology Transfer, 39 (5), 809-817
54. Choi, Yong-Rok, and Phillip Phan (2014) Exploration, Exploitation, and Growth through New Product Development: The Moderating Effects of Firm Age and Environmental Adversity, IEEE Transactions on Engineering Management, 61(3): 428-437
55. Phan, Phillip, and Chester Chambers (2013) Advancing Theory in Entrepreneurship from the Lens of Operations Management, Productions and Operations Management, Lead Article, Vol.22, No.6, pp 1423-1428

56. Litwin, Adam Seth, and Phillip H. Phan (2013) Quality over Quantity: Reexamining the Link between Entrepreneurship and Job Creation, Industrial & Labor Relations Review, Vol.66, No.4, pp 54-65
57. Sugheir, Jeff, Phillip H. Phan, and Iftehar Hasan (2012) Diversification and Innovation Revisited: An Absorptive Capacity View of Technological Knowledge Creation, IEEE Transactions on Engineering Management, Vol.59, No.4, pp 530-539
58. Walls, Judith, Pascual Berrone, and Phillip H. Phan (2012) Corporate Governance and Environmental Performance: Is There Really a Link? Strategic Management Journal, Vol.33, No.8, pp 885-913
59. Goel, Sanjay, Pietro Mazzola, Phillip H. Phan, Torsten M. Pieper, and Ramona K. Zachary (2012) Strategy, ownership, governance, and socio-psychological perspectives on family businesses from around the world, Journal of Family Business Strategy, Vol.3, No.2, pp 54-65
60. Walls, Judith, Phillip H. Phan, and Pascual Berrone (2011) Measuring environmental strategy: construct development, reliability, and validity, Business & Society, Vol.50, No.1, pp 71-115
61. Wu, Jianfeng, Dean Xu and Phillip H. Phan (2011) The effects of ownership concentration and corporate debt on corporate divestitures in Chinese listed firms, Asia Pacific Journal of Management, Vol.28, No.1, pp 95-114
62. Phan, Phillip H., Jing Zhou and Eric Abrahamson (2010) Creativity, Innovation, and Entrepreneurship in China, Management and Organization Review, Vol.6, No.2, pp 175-194
63. Xu, Dean, Changhui Zhou and Phillip H. Phan (2010) A real options perspective on sequential acquisitions in China, Journal of International Business Studies, Vol.41, No1, pp. 166-174
64. Lee, Soo-Hoon, Phillip H. Phan, and Elaine Chan (2010) The impact of HR configuration on firm performance in Singapore: A resource-based explanation, Human Resources Abstracts, Vol.42, No.1, pp. 1740
65. Phan, Phillip H., Donald S. Siegel, and Mike Wright (2009). New Developments in Technology Management Education: Background Issues, Program Initiatives, and a Research Agenda, Academy of Management Learning and Education, Vol.8, No3, pp. 324-336
66. Phan, Phillip H., Mike Wright, Deniz Ucbasaran and Wee-Liang Tan (2009) Corporate entrepreneurship: Current research and future directions, Journal of Business Venturing, 2009, vol.24, No.3, pages 197-205
67. Ding, Hung-bin and Phillip H. Phan (2009) Why aren't we learning from our partners? An investigation on the relationship between initial conditions and knowledge acquisition effectiveness, International Journal of Entrepreneurship and Innovation Management, Vol.9, No3, pp 204-228
68. Tan, Justin, Eileen Fischer, Ron Mitchell, and Phillip Phan (2009) At the Center of the Action: Innovation and Technology Strategy Research in the Small Business Setting, Journal of Small Business Management, Vol47, No3, pp 233-262
69. Markman, Gideon, Peter Gianodis and Phillip H. Phan (2009) Supply-Side Innovation and Technology Commercialization, Journal of Management Studies, Vol46, No4, pp 625-649
70. Lee, Soo-Hoon, Phillip H. Phan, and Toru Yoshikawa (2008) The Role of the Board and Its Interaction with the Successor's Human Capital in the Asian Family Enterprise, Multinational Business Review, Vol.16, No.2
71. Markman, Gideon, Phillip H. Phan, and Peter Gianodis (2008) Part-time Academics or Full Time Entrepreneurs? IEEE Transactions on Engineering Management, Vol55, No1, pp. 29-36
72. Su, Yi Yi, Dean Xu and Phillip H. Phan (2008) Principal-principal conflict in the governance of the Chinese public corporation, Management and Organization Review, Vol4, No1, pp. 17-38
73. Fan, Terence and Phillip H. Phan (2007) International New Ventures: Revisiting the Influences behind the 'Born-Global' Firm, Journal of International Business Studies, Vol38, No7, pp. 1113-1131
74. Lee, Soo-Hoon and Phillip Phan (2006) The effects of tie strength and tie diversity on job search, pay increases, and promotions in Singapore and Thailand, Journal of Social & Personal Relationships, 25(5), 820-839.
75. Choi, Young-rok and Phillip Phan (2006) The Influences of Economic and Technology Policy on the Dynamics of New Firm Formation. Small Business Economics, 26(5): 493-503.
76. Phillip Phan and Donald S. Siegel (2006) The Effectiveness of University Technology Transfer: Lessons Learned, Managerial and Policy Implications, and the Road Forward, Foundations and Trends in Entrepreneurship, Vol.2, No2, pp. 77-144.
77. Lee, Soo-Hoon, Phillip H. Phan and Elaine Chan (2005) The impact of HR configuration on firm performance in Singapore: A resource-based explanation, International Journal of Human Resource Management, Vol16 No9, pp. 1740-1758

78. Ding, Hung-bin, and Phillip H. Phan (2005) Family member employment and the formation of family business networks, Journal of Business and Entrepreneurship, Vol17 No2, pp. 24-38
79. Markman Gideon D., Peter T. Gianiodis, Phillip H. Phan and David B. Balkin (2005) Innovation Speed: Transferring University Technology to Market, Research Policy, Vol34, pp. 1058-1075
80. Yoshikawa, Toru and Phillip H. Phan (2005) The Effects of Ownership and Capital Structure on Board Composition and Strategic Diversification in Japanese Corporations, Corporate Governance: An International Review, Vol13 No2, pp. 303-312
81. Yoshikawa, Toru, Phillip H. Phan and Parthiban David (2005) "The Impact of Ownership Structure on Wage Intensity in Japanese Corporations", Journal of Management, Vol31 No2, pp. 278-300
82. Markman, Gideon D., Phillip H. Phan, David B. Balkin, and Peter Gianiodis (2005) "Entrepreneurship and University Based Technology Transfer", Journal of Business Venturing, Vol20 No2, pp. 241-263
83. Phan, Phillip H., Donald Siegel and Michael Wright (2005) "Science Parks and Incubators: Observations, Synthesis and Future Research", Journal of Business Venturing, Vol20 No2, pp. 165-182
84. Yoshikawa, Toru, Phillip H. Phan and Jonathon Linton (2004) "The Relationship between Governance Structure and Strategy Choice in Japanese Venture Capital Firms", Journal of Business Venturing, Vol19 No6, pp. 831-849
85. Markman, Gideon D., Peter T. Gianiodis, Phillip H. Phan, and David B. Balkin (2004) Entrepreneurship from the ivory tower: Do incentive systems matter? Journal of Technology Transfer, Vol29 No3/4
86. Markman, Gideon D., Martiza I. Espina, and Phillip H. Phan (2004) "Patents as Surrogates for Inimitable and Non-Substitutable Resources", Journal of Management, Vol30 No4, pp. 529-544
87. Bonn, Ingrid, Toru Yoshikawa, and Phillip H. Phan (2004) "Effects of Board Structure on Firm Performance: A Comparison between Japan and Australia", Asian Business & Management, Vol3 No1, pp. 105-126
88. Phan, Phillip H., and Maw Der Foo (2004) "Technological Entrepreneurship in Emerging Regions", Journal of Business Venturing, Vol19 No1, pp.1-5
89. Phan, Phillip H. (2003) "Entrepreneurship theory: Possibilities and Future Directions" Journal of Business Venturing, Vol18 No5, pp. 617-620
90. Phan, Phillip H., and John E. Butler (2003) "Entrepreneurs' Attitudes, Strategy Choice and Firm Performance." Journal of Business and Entrepreneurship, Vol15 No1, pp.74-91
91. Abetti, Pier, and Phillip H. Phan (2003) "Zobe Chemical Industries: The Evolution of a Family Company from Flypaper to Globalization (1919-2001)." Journal of Business Venturing, Vol 19 No4, pp 589-600
92. Abetti, Pier, and Phillip H. Phan (2003) Teaching note: Zobe chemical industries: the evolution of a family company from flypaper to globalization (1919-2001). Journal of Business Venturing, Vol19 No4, pp. 601-613
93. Phan, Phillip H., Soo Hoon Lee, and Siang Chi Lau (2003) The Performance Impact of Interlocking Directorates: The Case of Singapore, Journal of Managerial Issues, Vol15 No3, pp. 338-352
94. Lee, Soo Hoon, Phillip H. Phan, and Gilbert Tan (2003) Impact of the Asian Economic Crisis on Training Intentions and Outcomes, Human Resources Management Review, Vol13 No3, pp. 467-486
95. Yoshikawa, Toru, Phillip H. Phan (2003) The Performance Implications of Ownership-driven Governance Reform, European Management Journal, Vol21 No6, pp. 698-706
96. Phan, Phillip H, Poh Kam Wong and Clement Wang (2002) Antecedents to Entrepreneurship among University Students in Singapore: Beliefs, Attitudes and Background, Journal of Enterprising Culture, Vol10 No2, pp. 151-174
97. Butler, John E., Phan, Phillip H., Saxberg, Borje O. and Lee, Soon Hoon (2001) Entrepreneurial Succession, Firm Growth and Performance, Journal of Enterprising Culture, Vol9 No4, pp.407-436.
98. Phan, Phillip H., (2001) Corporate Governance in the Newly Emerging Economies, Asia Pacific Journal of Management, Vol18 No2, pp 131-136

99. Yoshikawa, Toru and Phillip H. Phan, (2001) Alternative Corporate Governance Systems in Japanese Firms: Implications for a shift to stockholder-centered corporate governance, Asia Pacific Journal of Management, Vol18 No2, pp 183-206
100. Teen, Mak Yuen and Phillip H Phan, (2000) Corporate Governance in Singapore: Recent Developments for the Next Millennium, Philippine Review of Economics, 37: 2, 68-91
101. Lee, Soo-Hoon, and Phillip H. Phan, (2000) Competencies of Directors in Global Firms: Requirements for Recruitment and Evaluation, Corporate Governance: An International Review, Vol8 No3, pp.204-214
102. Phan, Phillip H, and Theodore Peridis, (2000) Knowledge Creation in Strategic Alliances: A New Look at Organizational Learning, Asia Pacific Journal of Management, Vol17 No2, pp. 201-222
103. Phan, Phillip H., and Toru Yoshikawa, (2000) Agency Theory and Japanese Corporate Governance: A Test of the Convergence Hypothesis, Asia Pacific Journal of Management, Vol17 No1, pp. 1-28
104. Hang, Chang Chieh, and Phillip H. Phan, (2000) Reinventing the University of the Next Millennium: Leadership Imperatives for Creating a Learning Organization, Singapore Management Review, Vol21 No2, pp. 69-88
105. Phan, Phillip H., and Mak Yuen Teen (1999) Corporate Governance in Singapore: Towards the 21<sup>st</sup> Century, Banker's Journal, No. 109, pp. 56-70
106. Phan, Phillip H. (1998) Effective Corporate Governance in Singapore: Another Look, Singapore Management Review, Vol. 20, No. 2, pp. 43-62
107. Phan, Phillip H., (1998) Relevancy of the Boards of Directors: A Canadian Perspective and Some Suggestions for Further Investigation, Business and the Contemporary World, Vol. 9, No. 1, pp. 1-14
108. Phan, Phillip H., and Mark Yuen Teen (1998) An Exploratory Study of Corporate Governance in Singapore, Malaysian Journal of Economic Studies, Vol. 35, No. 1&2, pp. 199-230
109. Phan, Phillip H., and Yoshikawa, Toru (1998) Effects of Capital Market Exposure on Firm Strategy and Performance: An Analysis of Japanese Firms, Journal of Business Research, Vol 20, pp. 101-115
110. Phan, Phillip H., and Butler, John E., and Lee, Soo H., (1996) Crossing-Mother: Entrepreneur-Franchisees' Attempts to Reduce Franchiser Influence", Journal of Business Venturing, Vol. 11, No. 5, pp. 379-402
111. Phan, Phillip H., (1995) International Franchises as Learning Organizations, Business and the Contemporary World, Vol. 7, No. 3, pp. 157-166
112. Phan, Phillip H., and Hill, Charles W.L., (1995) Leveraged Buyouts: An Ex-Post Study, Academy of Management Journal, Vol. 38, No. 3, pp. 704-739
113. Phan, Phillip H., (1994) Franchise Contract Forms and Non-Contractual Interactions, Business and the Contemporary World, Vol. 6, No. 4, pp. 152-160
114. Phan, Phillip H., Butler, John E., and Lee Soo Hoon, (1994) Learning: Key to Leveraging the Value of a Franchise, Journal of Enterprising Culture, Vol. 1, No. 3, pp. 367-382
115. Hill, Charles W.L., and Phan, Phillip H., (1991), CEO Tenure as a Determinant of CEO Pay, Academy of Management Journal, Vol. 34, No. 3, pp. 707-717

#### REFEREED BOOK CHAPTERS AND CONFERENCE PROCEEDINGS

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60. Yoshikawa, Toru and Phillip Phan, "An Institutional Theory Perspective On the "Global Convergence" in Japanese Corporate Governance Singapore Management University", Academy of International Business Annual Meeting, Stockholm, Sweden, July 10-13, 2004 (full paper refereed)
61. Markman, Gideon, Peter Gianiodis, David Balkin and Phillip H. Phan, "University Technology Transfer: Licensing Revenues and Firm Creation", 23rd Babson-Kauffman Entrepreneurship Research Conference, The Hunter Center for Entrepreneurship, University of Strathclyde,

- Glasgow, Scotland, 2004 (full paper refereed) – AWARDED The Kauffman Center for Entrepreneurial Leadership Award (most significant implications for practitioners)
62. Phan, Phillip H., and Margarethe Wiersema, Corporate Governance Failures in the United States: A Re-examination of Theory and Practice in the Boardroom”, 23<sup>rd</sup> Annual Strategic Management Society Conference, Baltimore, MD, November 2003 (abstract refereed)
  63. Markman, Gideon, David Balkin, Phillip H. Phan, and Peter Gianiodis, “University Technology Transfer: The Intersection between Strategy, Structure, and Pay and the Link to Licensing Revenues and Firm Creation”, Winner 6th Annual McKinsey/SMS BEST PAPER PRIZE, 23<sup>rd</sup> Annual Strategic Management Society Conference, Baltimore, MD, November 2003 (full paper refereed).
  64. Markman, Gideon, Maritza I. Espina and Phillip H. Phan, “Property of the Mind: An Empirical Test of RBV’s Inimitable and Non-Substitutable Resources”, Annual Meeting of the Academy of Management, Organization and Management Theory Division, Seattle, WA, August 2003 (full paper refereed)
  65. Phan, Phillip H. James Robins Margarethe F. Wiersema and Anja Christine Tuschke, “The Failure in Corporate Governance Theory and Practice: Rethinking How We Formulate the Problem” Corporate Governance Failures”, Annual Meeting of the Academy of Management, Business Policy and International Management Divisions, Seattle, WA, August 2003 (symposium refereed):
  66. Ding, Hung-bin and Phillip H. Phan, “The Impact of Embeddedness on Knowledge Acquisition and Innovation through Interfirm Alliances”, 45<sup>th</sup> Annual Meeting of the Academy of International Business, Monterey, CA, July 2003 (full paper refereed)
  67. Phan, Phillip H., Soo Hoon Lee and Fan Gao, “Identification of Strategic Groups Using the Resource-Based View of the Firm, Market Product Strategies and Managerial Mental Models”, Annual Meeting of the Eastern Academy of Management, Baltimore, MD, April 2003 (full paper refereed)
  68. Markman, Gideon, Phillip H. Phan and David Balkin, “Entrepreneurial Emergence and University Based Technology Transfer”, Conference on Science Parks and Incubators, co-sponsored by the Journal of Business Venturing, Rensselaer Polytechnic Institute, and Nottingham University Business School, Troy, NY, April 2003
  69. Phan, Phillip H., Soo Hoon Lee and Elaine Chan, “The Impact of Human Resource Management on Firm Performance: A Resource-based Explanation”, 3<sup>rd</sup> Asia Academy of Management Meetings, Bangkok, Thailand, 2002 December (full paper refereed)
  70. Yoshikawa, Toru and Phillip H. Phan, The Impact of Corporate Governance Reform on the Performance of the Japanese Firm," Annual Meeting of the Academy of Management, International Management Division, Denver, CO, August 2002 (full paper refereed)
  71. Choi, Young Rok and Phillip H. Phan, “A Generalized Supply/Demand Approach to National Entrepreneurship: Example from the U.S. and Korea”, Annual Meeting of the Academy of Management, Technology Innovation and Management Division, Denver, CO, August 2002 (full paper refereed)
  72. Phan, Phillip H., Gideon Markman and David B. Balkin, “Sustaining Innovation in Pharmaceutical Firms: Does Corporate Governance Matter?” Annual Meeting of the Academy of Management, Technology Innovation and Management Division, Denver, CO, August 2002 (full paper refereed)
  73. Ding, Hung-bin and Phillip H Phan, “A Network Paradigm for the Family Business Enterprise”, Academy of International Business Annual Conference, Sydney, Australia, November, 2001 (full paper refereed)
  74. Espina, Maria I., Gideon D. Markman, Phillip H Phan, “A Resource-based approach to unlocking the hidden value of intellectual property”, Annual Strategic Management Society Conference, San Francisco, October, 2001 (abstract refereed)
  75. Choi, Young Rok and Phillip H. Phan, “Testing a Dynamic Supply-Demand Model of National Technological Entrepreneurship”, Annual Meeting of the Academy of Management, Technology and Innovation Management Division, Washington D.C., August 2001 (full paper refereed)
  76. Phan, Phillip H., and Gideon D. Markman, “An Institutional Theory of Business Plans”, Annual Meeting of the Academy of Management, Entrepreneurship Division, Washington D.C., August 2001 (full paper refereed)



77. Espina, Maria I., Gideon D. Markman, Phillip H Phan, "Property of the mind: A resource-based view", Babson/Kauffman Entrepreneurship Research Conference, Jonkoping, Sweden, June 2001 (abstract refereed)
78. Butler, John E., Phillip H. Phan, Soo-Hoon Lee, Borje O. Saxberg, "Linking Governance, Management and Succession: A Cross National Examination of Entrepreneurial Firms", Babson/Kauffman Entrepreneurship Research Conference, Jonkoping, Sweden, June 2001 (abstract refereed)
79. Choi, Young Rok and Phillip H. Phan, "Testing a Dynamic Supply-Demand Model of National Entrepreneurship in the U.S. and Korea", Technological Entrepreneurship in the Emerging Regions of the New Millennium Conference, sponsored by the Journal of Business Venturing and the National University of Singapore, Singapore, June 2001 (full paper refereed)
80. Yoshikawa, Toru, and Phillip H. Phan, "The Impact of Ownership Structure on Japanese Corporate Governance", Annual Meeting of the Academy of Management, International Business Division, Toronto, Canada, August 2000 (full paper refereed)
81. Phan, Phillip H. and Mak Yuen Teen, "Corporate Governance in Singapore: Recent developments for the next millennium", Federation of Asian Economic Associations/ World Bank Conference on Corporate Governance Reforms, in the Global Context, Manila, Philippine, December, 1999 (full paper refereed)
82. Lee, Soo Hoon and Phillip H. Phan, "Competencies of Directors in Global Firms: Requirements for Recruitment & Evaluation", 2<sup>nd</sup> Annual Global Conference on Corporate Governance, Henley Management College, Henley-on-Thames, United Kingdom, October, 1999 (full paper refereed)
83. Phan, Phillip H., John E. Butler, Lee Soo Hoon, and Saxberg, Borje O., "A Multinational Examination of the Impact of Succession Planning on SME Performance", Annual Meeting of the Academy of Management, Entrepreneurship Division, Chicago, Illinois, August 1999 (full paper refereed)
84. Yoshikawa, Toru, and Phillip H. Phan, "Information disclosure as a control mechanism in Japanese corporate governance" Eastern Academy of Management International Conference, Celakovice, Czech Republic, June, 1999 (full paper refereed)
85. Phan, Phillip H., Chong Chee Leong, Clement Wang, and Wong Poh Kam, "Antecedents to Entrepreneurship: Belief, Attitudes and Backgrounds", 19<sup>th</sup> Annual Babson College-Kauffman Foundation Entrepreneurship Research Conference, University of South Carolina, Columbia, South Carolina, May 1999 (full paper refereed)
86. Yuen Teen, Mak, and Phillip H. Phan, "Corporate Governance in Singapore: Current Practice and Future Developments", Korea Development Institute/ Organization for Economic Cooperation and Development Conference on Corporate Governance in Asia: A Comparative Perspective, Seoul, S. Korea, March 1999 (full paper refereed)
87. Phillip H Phan, and Mak Yuen Teen, "An Exploratory Study of Corporate Governance in Singapore", Federation of Asian Economic Associations/ World Bank Conference on Financial Markets and the Future of the Asian Economic Miracle, Kuala Lumpur, Malaysia, August 1998 (full paper refereed)
88. Phan, Phillip H., "Knowledge Creation and Learning: A Paradigmatic Approach for Entrepreneurship Research?", Second Young Entrepreneurship Researchers Conference, sponsored by Lally School of Management, RPI and Journal of Business Venturing, Lenox, MA, May 1998 (keynote paper)
89. Butler, John E., Phan, Phillip H., Saxberg, Borje O., and Lee Soo Hoon, "Entrepreneurial Management Succession, Firm Growth and Performance", 18<sup>th</sup> Annual Babson College-Kauffman Foundation Entrepreneurship Research Conference, Gent, Belgium, April 1998 (full paper refereed)
90. Phan, Phillip H., and Peridis, Theodore, "Knowledge Creation in Strategic Alliances: A New Look at Organizational Learning", Knowledge Creation Management in Asia, sponsored by Asia-Pacific Journal of Management, National University of Singapore, and Sasakawa Peace Foundation, Singapore, February 1998 (full paper refereed)
91. Peridis, Theodore, Oliver, Christine, and Phan, Phillip H., "Impact of Shared Values and Interest on Strategic Alliance Effectiveness", Annual Meeting of the Academy of Management, International Management Division, Boston, Massachusetts, August 1997 (full paper refereed)

92. Phan, Phillip H., and Yoshikawa, Toru, "Agency Theory and Japanese Corporate Governance: A Test of the Convergence Hypothesis", Annual Academy of the Management Meeting, International Management Division, Cincinnati, Ohio, August 1996 (full paper refereed)
93. Phan, Phillip H., and Butler, John E., and Lee, Soo H., "Crossing-Mother: Entrepreneur-Franchisees' Attempts to Reduce Franchiser Influence", Dupree Center for Entrepreneurship Conference on Franchising, Georgia Institute of Technology, February 1996 (full paper refereed)
94. Phan, Phillip H., and Lee, Soo Hoon, "Social Networks or Human Capital: What Constrains CEO Dismissals?", Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Vancouver, British Columbia, August 1995 (full paper refereed)
95. Phan, Phillip H., and Peridis, Theodore, "Trust Creation in Industry Networks," Eastern Academy of Management International Conference, Singapore, June 1995 (full paper refereed)
96. Phan, Phillip H., and Butler, John E., "Entrepreneur-Franchisees: The Impact of Non-Contractual Interactions", 14th Annual Babson College-Kauffman Foundation Entrepreneurship Research Conference, Babson Park, MA, June 1994 (full paper Referred)
97. Phan, Phillip H., and Peridis, Theodore, "Trust Creation and the Proto-Alliance in Industry Networks", International Federation of Scholarly Associations of Management, The 2nd World Conference on Management, Dallas, TX, August 1994 (full paper Refereed)
98. Phan, Phillip H., "The Business Plan as an Institutional Construct of the Entrepreneurial Network: Theory and Implications", International Federation of Scholarly Associations of Management, The 2nd World Conference on Management, Dallas, TX, August 1994 (full paper Refereed)
99. Yoshikawa, Toru and Phan, Phillip H., "Moving Beyond Market Models of Corporate Governance: The Case of Japan", International Federation of Scholarly Associations of Management, The 2nd World Conference on Management, Dallas, TX, August 1994 (full paper Refereed)
100. Lee Soo Hoon, Phan, Phillip H., and McLarney, Carolan, "Beyond Agency Theory: Human Capital as the Critical Link in the Performance-CEO Dismissal Equation", Annual Meeting of the Academy of Management, Atlanta, USA, August 1993 (full paper Refereed)
101. Lee Soo Hoon and Phan, Phillip H., "Corporate Takeovers - The Successful Realization of Efficiency and Synergy Goals", Eastern Academy of Management, Providence, USA, May 1993 (full paper Refereed)
102. Phan, Phillip H., "The Other Side of Corporate Governance - The Strategic Impact of Owners' Preferences in Closely Held Firms", 12th Annual International Conference of the Strategic Management Society, London, United Kingdom, October, 1992 (abstract Refereed)
103. Phan, Phillip H., and Butler, John E., "Entrepreneur Work Attitudes: Determinants of Firm Strategy?", Annual Meeting of the Academy of Management, Entrepreneurship Division, Las Vegas, USA, August 1992 (full paper Refereed)
104. Phan, Phillip H., Butler, John E., "Listening to Mother: Not Always the Best Advice for Entrepreneur-Franchisees", accepted but not presented, INSEAD-Babson Entrepreneurship Conference, Fontainebleu, France, June 1992 (abstract Refereed)
105. Butler John E., Yalch, Richard, Sullivan, Jeremiah J., and Phan, Phillip H., "Responding to a Product Crisis: A Comparison of Memory Retrieval vs. Refutational Strategies", American Marketing Association Summer, Educators' Conference, Chicago, IL: August 1992 (full paper Refereed) - AWARDED BEST PAPER
106. Phan, Phillip H., Butler, John E., and Lee Soo Hoon, "Organizational Learning: Missing Term in the Entrepreneurial Calculus?", ENDEC World Conference on Entrepreneurship and Innovation, Singapore, June 1991 (full paper Refereed)
107. Hill, Charles W.L., and Phan, Phillip H., "Top Management Compensation: A Political Process Perspective", Annual Meeting of the Academy of Management, Business Policy and Planning Division, San Francisco, CA: August 1990 (full paper Refereed)
108. Butler, John E., Phan, Phillip H., and Hansen, Gary S., "Strategic Alliances through Inter-organizational Networks: A Path to Entrepreneurial Success", Tenth Annual Babson Entrepreneurship Research Conference, Wellesley, MA: April 1990 (abstract Refereed)
109. Butler, John E., Hansen Gary S., Phan, Phillip H., and Brown, Robert B., "Entrepreneurship Networks as a Key Element in Marketing Strategy", American Marketing Association/ University

- of Illinois at Chicago Symposium on Marketing and Entrepreneurship Research, Chicago, IL: 1989 (full paper Refereed)
110. Brown, Robert B., Butler, John E., Hansen, Gary S., and Phan, Phillip H., "The Role of Inter-organizational Relationships in Entrepreneurial Success", presented at the American Marketing Association Winter Educator's Conference, Phoenix, AR: 1989 (full paper Refereed)

#### INVITED SPEAKING ENGAGEMENTS

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1. 2021, Drivers of interlocking directorates in family and non-family firms, BXBR Distinguished Speaker Colloquium, Virginia Polytechnic Institute and State University, April
2. 2019, AI in Healthcare: From Bench of Bedside, Discussant, Johns Hopkins Research Symposium on Engineering in Healthcare, Johns Hopkins Medicine, November 25, Baltimore, MD
3. 2019, Data Disaggregation as a Means to Improved Health Research and Policy-Making, Discussant, Brookings Institution, September 26, Washington, DC
4. 2019, The Wealth of Religions, Panelist, American Enterprise Institute, September 26, Washington, DC
5. 2019, How to Publish Rigorous and Impactful Literature Reviews, August 12, Academy of Management Meetings, Distinguished Speaker, Boston, MA
6. 2019, Strategic Planning for Cultural Institutions, April 11, Johns Hopkins Peabody Institute Department Chairs Monthly Meeting, Baltimore, MD
7. 2019, Patent Portfolios as Real Options, March 9, State University of New York (SUNY) Brockport, Brockport, NY
8. 2019, Designing and Implementing Research in Patient Safety and Quality, January 11, National Cancer Center, National University Health System. Singapore
9. 2019, Capacity Building in Ecuador: Lessons Learned, January 3, Grand Rounds, National University Health System, Singapore
10. 2018, Using Behaviorally Anchored Scales to Improve Reliability in Selecting Housestaff, December 6, Osler Residency Program Advisory Board Meeting, Johns Hopkins Medicine, Baltimore, MD
11. 2018, From Open Science to Open Access, Johns Hopkins Alliance for a Healthier World and Welch Medical Library, October 26, Johns Hopkins Hospital, Baltimore, MD
12. 2018, U.S. Family Firm Investments in R&D During the 2018 Financial Crisis, October 17, Research Seminar at the Center for Young Family Enterprises, University of Bergamo, Italy
13. 2018, Keynote: Entrepreneurship and Innovation as Drivers of Economic Growth, Bergamo Science Fair Business Plan Grand Finale, October 16, University of Bergamo, Bergamo, Italy
14. 2018, Innovation and Knowledge Management Forum, March 17-18, Keynote: Open Innovation in the Biopharmaceutical Industry: Barriers and Opportunities, Tsinghua University, Beijing, China
15. 2017, Is Value Based Healthcare in the Business of Medicine a Contradiction? The Fourth Annual Mark C. Rogers Lecture, October 12, Department of Anesthesiology and Critical Care Medicine Grand Rounds, Johns Hopkins Medicine, Baltimore, MD
16. 2017, International Family Enterprise Research Academy, November 14-17, Keynote: Family Enterprises during Economic Crises, Khaosung, Taiwan
17. 2015, Frontiers of Behavioral Economics, June 26, Patient Centered Health Services in the Light of Prospect Theory, Singapore
18. 2012, World Health Summit, October 22, Where will the New Drugs Come from? Biomedical Innovation in the Age of the Hedge Fund, Berlin, Germany
19. 2011, Siemens AG Sponsored Conference on Biomedical Innovation and the Business of Medicine, July 13, Open Innovation Networks in Medical Devices, Berlin, Germany
20. 2010, IEEE Asia Pacific Meeting, June 8, 2010, Keynote on Technology Entrepreneurship and Innovation, Singapore
21. 2008, Singapore Management University, July 28, Public Lecture and Expert Panel Series on Entrepreneurship, SMU Conference Hall 1, Singapore, presentation on *Identifying Entrepreneurial Opportunities*
22. 2008, Southwest Jiaotong University, July 20, School of Management and Public Administration Research Seminar, Chengdu, China, presentation on *Innovation and Entrepreneurship*

23. 2008, Syracuse University, March 16, Whitman School of Management Research Seminar Series, Syracuse, New York, presentation on *The Governance of Innovation in the Pharmaceutical Industry*
24. 2007, Xi'an Jiaotong University, May 18, School of Management Research Seminar, Xi'an, China, presentation on *Entrepreneurship and Innovation Research Challenges and Opportunities*
25. 2007, Sun Yat San University, Jun 24, International Association for Chinese Management Research Dissertation Development Workshop, Guangzhou, China, presentation on *Entrepreneurship Research Methods*
26. 2006, Humboldt-Universität zu Berlin Joint Seminar Series, Oct 13, Institute für Entrepreneurship and Innovations Management and Institute für Marketing Research, Berliner Dom, Germany, presentation on *Academic Entrepreneurship and Technology Transfer*
27. 2006, Humboldt-Universität zu Berlin Seminar Series, Dec 2, Institut für Informatik, Johann von Neumann-Haus, Berlin, presentation on *Technology Transfer: Theory and Research Implications*
28. 2006, Freie Universität Seminar Series, Oct 4, Institut für Management, Berlin, Germany, presentation on *Entry Strategies in the European Airline Industry*
29. 2006, Blakmarkt für Knowledge, Nov 4, Berlin, Germany, Theatre Eins-Zwei-Drei, presentation on *The Globalized Financial Market and the Future of the American Worker*
30. 2006, American Academy Distinguished Speaker Series, Nov 28, Wanssee-Berlin, American American Academy in Berlin, Germany, presentation on *Research Technology Transfer: Theoretical and Policy Implications*
31. 2006, Second Annual Conference on Finance and Knowledge, Oct 16-18, Milan, Finlombardia, Government of the Region of Lombardy, Italy, presentation on *Academic Entrepreneurship in the United States*.
32. 2005, Roundtable on State Sponsored R&D, June 14, The State Assembly of New York, State Assembly Building Conference Room C, presentation on *Technology Transfer and Productivity Measurement*
33. 2005, Seminar on "Corporate Governance in Innovation Intensive Organizations", May, Institute for Entrepreneurship and Innovationsmanagement and Haniel Stiftung, Humboldt University, Berlin, Germany
34. 2005, Seminar on "University Patenting & Technology Transfer in the U.S.", January, Institute for Entrepreneurship and Innovationsmanagement and Haniel Stiftung, Humboldt University, Berlin, Germany
35. 2004, Expert Panel on "Full Potential of Research - a Comparison between Germany and the USA", May, Humboldt Institution on Transatlantic Issues/ Max Planck Institute, Berlin, Germany
36. 2004, Seminar on, "Knowledge to Wealth: University Technology Commercialization", June, Center für Applied Statistics and Economics, Humboldt-Universität zu Berlin, Germany
37. 2003, Seminar on Governance Life Cycles Around the Globe: Theory, Practice and the Future, 23<sup>rd</sup> Annual Strategic Management Society Conference, Baltimore, MD (chairs and co-panelists James Davis, Robert Hoskisson, Sydney Finkelstein, Michael Hitt, Richard Johnson, and Mike Wright), presentation on *Corporate Governance Practices in Asia*
38. 2003, Forum on Corporate Governance Post-Sarbanes-Oxley, Schulich School of Business at York University/The Kellogg School at Northwestern University, Oct 13, York University, Toronto, Canada presentation on *Board Structures for Accountability*
39. 2003 Forum on Scenario Planning for Catastrophic Events, Singapore Venture Capital Association/ Singapore Management University, June 23, Ministry of Finance Treasury Building, Singapore, presentation on *Scenario Planning*
40. 2001, Forum on Future of Asian Family Businesses, The Perak Academy, Dec 15, Ministry of Finance, Ipoh, Malaysia, presentation on *Family Business Succession*
41. 2001, Forum on Regional Economic Growth (*In It Together*), The State Assembly of New York/ University at Albany, Dec 4, State Assembly Building Conference Room A, Albany, New York, presentation on *Research and Technology Transfer*
42. 2001, Forum on the Future of Russian Corporate Governance, Canada International Development Agency, July 30, University of Toronto, Toronto, Canada, presentation on *Structuring Boards for Minority Rights Protection*
43. 2001, From Conformance to Performance, Malaysian Assoc of the Institute of Chartered Secretaries and Administrators/ Malaysian Institute for Corporate Governance, Feb 26-27,

- Mandarin Oriental Hotel, Kuala Lumpur, Malaysia, presentation on *Making Effective Boards*, (conference officiated by Prime Minister Dato' Seri Dr. Mahatir Mohammed)
44. 2001, Conference on Meeting the Global Leadership Challenge: Developing and Sustaining Growth Strategies, BusinessWeek Asia Leadership Forum, 27-28 June, Putra World Trade Centre, Kuala Lumpur, Malaysia, presentation on *Reforming Relationship Capitalism: Toward Best Practice in Corporate Governance*
  45. 2001, National Seminar on Minority Shareholder Value, Malaysian Institute for Corporate Governance/ Asian Leadership Institute, June 26-27, Hotel Nikko, Kuala Lumpur, Malaysia, presentations on *Shareholders' Rights and Remedies: The U.S.-Asian Experience* and *Corporate Structure for Enhancing Minority Shareholders Protection*
  46. 2000, Talk on *CEO Succession: The Case of Jack Welch and General Electric*, sponsored by Tufts University, Boston, MA
  47. 2000, National Seminar on Shareholders' Rights and Remedies, Malaysian Institute for Corporate Governance/ Asian Leadership Institute, Aug 14-15, Shangri-La Hotel, Kuala Lumpur, Malaysia, presentation on *Enhancing Corporate Governance*
  48. 1999, Annual Entrepreneurship Researchers Conference, sponsored by the Lally School of Management, Rensselaer Polytechnic Institute and the Darden School of Business, University of Virginia

## RESEARCH IN PROGRESS

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### *Works in Process, Review or Revision*

- 2021 Caiazza, R., Phan, P., Simoni, M. Drivers of interlocking directorates in family and non-family firms, *Journal of Family Business Strategy* (in second review)
- 2021 Reina Ortiz, M., Grunauer, M., Izurieta, R., Macis, M., Phan, P., Teran, E. Financial incentives, not behavioral nudges, optimize HIV testing among pregnant women in a highly Afro-descendant, high-HIV burden urban population, *American Journal of Tropical Medicine and Hygiene* (in review)
- 2021 Sun, X., Iiang, J., Phan, P., Zhang, H. De Facto Power in a Transition Economy: Evidence from China, *Journal of Financial Stability* (in review)
- 2021 Rocha, H., Rousseau, H., Phan, P., Berrone, P. Entrepreneurship, Institutional Fields, and Poverty Alleviation, *Journal of Business Venturing* (in review)
- 2021 Phan, Phillip, Academic Intrapreneurship in Academic Health Systems, in *Comprehensive Precision Medicine: Regulatory, Legal and Ethical Considerations in Precision Medicine*, Ken Ramos and Rick Silva (eds), Elsevier Publishers: Amsterdam, Netherlands (in preparation)
- 2021 Audretsch, D.B., Belitski, M., Caiazza, R., Phan, Knowledge Collaboration Strategies and SME Innovation Performance in the United Kingdom, *Journal of Business Venturing* (in preparation)
- 2019 Harner, M., Xian, S. & Phan, P.H. "The Role of the CEO in the Choice of Bankruptcy Paths during Corporate Restructuring" (draft written)
- 2019 Patel, P., & Phan, P.H. "Inventor Networks, Non-Insular domains, and firm performance: A study of academic entrepreneurs in SBIR funded ventures" (draft written)

## BOOKS UNDER CONTRACT

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Research and Practice in Public Health Management: Lessons and the Way Forward, Oxford University Press

## RESEARCH GRANTS

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- 2020-2025 National Institute for Aging, Federal, "Utilizing Technology and AI Approaches to Facilitate Healthy Aging P30" (US\$10,500,000) co-principal investigator (pending)
- 2020-2021 Hayek Fund for Scholars, George Mason University "Mental Health in a time of Covid-19" (US\$10,000) principal investigator (funded)
- 2020-2021 Russell Sage Foundation, "General Survey on Mental Health in the U.S. during a time of Covid-19: Preparedness to Return to Work", (US\$30,000) principal investigator (unfunded)

- 2020-2022 Robert Wood Johnson Foundation, “Impact of Covid-19 on hospital financial health and implications for healthcare access” (US\$150,000) co-principal investigator, (unfunded)
- 2020 Johns Hopkins University, “Impact of Covid-19 on Suicide Risk: Data Analysis from Twitter”, (US\$10,000) principal investigator (funded)
- 2019 Charles Koch Foundation, “Market Based Approaches to Solving Urban Grand Challenges”, (US\$50,000) principal investigator (funded)
- 2020-2023 DHHS Agency for Healthcare Research and Quality, Federal, “Improving Diagnosis & Treatment of Preventable Harms in the ICU: Integration of Medical Infusion & Analysis in the Critically Ill to Improve Safety & Efficiency R18” (US\$250,000) co-principal investigator (under revision)
- 2019-2022 National Institutes of Health, Federal, “Sustaining Hospital Safety Culture in a Learning Lab Environment, R01” (US\$2,455,756) co-investigator (unfunded)
- 2019-2024 National Institutes of Mental Health, Federal, “Towards real-time non-invasive imaging of functional network dynamics in human brain” (US\$15,304,240) co-investigator (unfunded)
- 2018-2022 DHHS Agency for Healthcare Research and Quality, Federal “Patient Safety Learning Laboratories: Pursuing Safety in Diagnosis and Treatment at the Intersection of Design, Systems Engineering, and Health Services Research, R01” (US\$2,500,000) co-principle investigator (unfunded)
- 2018-2021 DHHS Agency for Healthcare Research and Quality, Federal, “Quantifying Efficiencies Gained through Shareable Clinical Decision Support (CDS) Action III 18-233-SOL-00276” (US\$451,863) co-principal investigator (unfunded)
- 2018-2021 DHHS Agency for Healthcare Research and Quality, Federal, “Sustaining Hospital Safety Culture Action III RFTO 18-233-SOL-00594”, (US\$1,456,879) co-investigator (unfunded)
- 2017-2019 Johns Hopkins Center for Global Health: Global Established Multidisciplinary Site (GEMS), “South Africa: Developing a contingency management program for smoking cessation for people with HIV and/or TB in South Africa” (US\$150,000) co-principle investigator (Funded – active)
- 2016-2018 The Effectiveness of Retinal Scanning in Detecting Early Onset of Multiple Sclerosis, Sponsored by Constable Family Fund, (US\$100,000) co-principal investigator (Funded)
- 2016-2018 National Institute of Health Center for AIDS Research, Federal, “Behavioral Nudges, Information and Incentives for HIV Testing: A field Experiment in Ecuador” Creative and Novel Ideas in HIV Research Pilot Program (CNIHR), (\$248,182.00) co-principle investigator (Funded)
- 2016-2018 DHHS Agency for Healthcare Research and Quality, Federal, “Team STEPPS Program 16-233-SOL-00344”, (US\$2,995,413) co-principal investigator (unfunded)
- 2016-2017 DHHS Agency for Healthcare Research and Quality, Federal, “RFTO 16-233-SOL-00568 Estimating the Additional Hospital Inpatient Cost and Mortality Associated with Selected Hospital Acquired Conditions (HACs)”, (US\$470,118) co-principal investigator (unfunded)
- 2014-2017 National Institute of Mental Health, Federal, “Imaging in vivo neurotransmitter modulation of brain network activity in realtime”, (US\$1,532,551.00) key personnel (Funded)
- 2015-2016 Singapore Ministry of Education ARC Tier 1, “Intelligent Hospital Beds Allocation and Tracking System” (SG\$100,000) co-principal investigator (Funded)
- 2014-2016 American Gastroenterological Association, “A new approach and technology to manage patients with refractory ascites at home” (US\$180,000.00) key personnel (Funded)
- 2003-2004 Wharton-SMU Research Center, Singapore Management University, “An Organizational Design Approach to Strategic Alliance Performance Impacts of Fit”, (S\$20,880) co-principal investigator (Funded)
- 2003-2004 Wharton-SMU Research Center, Singapore Management University, “Changing Corporate Governance in Asia: Effects of Ownership Structure and Corporate Governance Reform on Corporate Strategy and Performance” (S\$33,379) co-principal investigator (Funded)

- 2001-2002 Marion-Kauffman Foundation for Entrepreneurial Leadership, "Regional Entrepreneurship Catalyst in the Amsterdam and Oneonta Labor Market Areas" (US\$65,000) principle investigator (Funded)
- 1999-2001 National University of Singapore-Ministry of Education, Singapore "Entrepreneurship in Singapore" (S\$170,000) co-investigator (Funded)
- 1998-2001 National University of Singapore-Ministry of Education, Singapore "Corporate Governance in Small and Medium Sized Enterprises" (S\$135,000) principle investigator (Funded)
- 1997-2000 Social Sciences and Humanities Research Council of Canada (SSHRC) Strategic Grant "The Corporate Governance of Strategic Alliances" (C\$48,000) principle investigator (Funded)
- 1996 SSHRC/YORK Internal Grant "Corporate Governance of Strategic Alliances," (C\$2,000) principle investigator (Funded)
- 1996 SSB Research Grant, "Corporate Governance of Strategic Alliances," (C\$1,500) principle investigator (Funded)
- 1996 SSHRC/YORK Internal Grant "Graduate Management Education as a Driver of Corporate Strategy." (C\$2,000) principle investigator (Funded)
- 1996 SSB Research Grant, "Graduate Management Education as a Driver of Corporate Strategy." (C\$2,000) principle investigator (Funded)
- 1995 FAS Research Grant, "Corporate Governance in Transitional Firms." (C\$2,000) principle investigator (Funded)
- 1994 FAS Research Grant, "Social Networks or Human Capital: What Constrains CEO Dismissals?" (C\$1,600) principle investigator (Funded)
- 1993 FAS Research Grant, "Beyond Agency Theory: Human Capital as the Critical Link in the Performance-CEO Dismissal Equation" (C\$2,250) principle investigator (Funded)
- 1993 SCOTL Teaching Development Grant, "FAS Case Writing Initiative" (C\$5,000) principle investigator (Funded)
- 1992 SSHRC/YORK Internal Grant, "Corporate Governance and Corporate Performance -- A Resource Based Formulation and Empirical Investigation" (C\$1,500) principle investigator (Funded)

## Teaching

### COURSES TAUGHT AT THE JOHNS HOPKINS CAREY BUSINESS SCHOOL

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Entrepreneurial Ventures (Onesite and Online)  
 Research Seminar in Health Innovation and Policy  
 Technology Commercialization  
 Technology Policy and Innovation Networks  
 Research Seminar on Organization Theory  
 Commercializing Scientific Discoveries  
 Corporate Governance and Regulation  
 Corporate Finance and Entrepreneurship  
 Competitive Strategy  
 Research Seminar on Technology Enabled Businesses & Strategies in Emerging Markets  
 Networked Organizations  
 Innovation for Humanity: Ecuador  
 Discovery to Market  
 Innovating Businesses in Emerging Markets  
 Social Innovation and Business Sustainability  
 Research and Policy Seminars in Health

### SPECIAL TEACHING RESPONSIBILITIES

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#### Ph.D. Committee Supervision/Membership

2006-2010 Chair, Dissertation Committee for Yin-Chi Liao, Topic: Internal capabilities, external network position, and knowledge creation, Assistant Professor, Western Illinois University

- 2006-2009 Chair, Dissertation Committee for John Marsh, Topic: An integrative approach to explaining the acquisition decision, Assistant Professor, University of Mary Washington, Virginia
- 2006-2008 Chair Dissertation Committee for Robert Wuebker, Topic: American venture capital in a post-American world: The role of firm resources and capabilities in U.S. cross-border venture capital investment, Assistant Professor, University of Utah
- 2002-2008 Chair, Dissertation Committee for Shruti Sardeshmukh, Successor development in family firms, Senior Lecturer, University of South Australia
- 2003-2007 Chair, Dissertation Committee for Judith Walls, Topic: The impact of corporate governance on environmental strategy, Assistant Professor, Nanyang Technological University, Singapore
- 2003-2007 Member, Supervisory Committee for Maya Waisman, Three essays on corporate debt and CEO compensation, Assistant Professor, Fordham University, New York
- 2002-2006 Chair, Supervisory Committee for Jeff Sugheir, Firm-level effects on inventive productivity: The role of product diversification and shareholder rights, Professor, Boise State University, Idaho
- 2001-2006 Co-Chair, Supervisory Committee for Yi-Nung Peng, Topic: The influence of major pioneering product innovations and technological trajectories in high technology markets: Lessons from the personal computer and digital music industries, Assistant Professor, Yuan-Ze University, Taiwan
- 2000-2003 Member, Supervisory Committee for Hung Bin Ding, Topic: Innovation and network: The impact of initial conditions on interfirm network formation of entrepreneurial firms, Associate Professor, Loyola College, Maryland
- 2000-2001 Member, Supervisory Committee for Young Rok Choi, Topic: The Early Life of a New Venture: An Analysis of Entrepreneurs' Strategic Decisions and Stakeholders' Assessments, Associate Professor, Ulsan National Institute of Science and Technology, Korea
- 1994-1997 Co-Chair, Supervisory Committee for Jonathan D. Linton, Topic: Implementing environmentally friendly process technology: A network approach, Professor and Chair of Operations Management, Sheffield University, United Kingdom
- 1994-1997 Chair, Supervisory Committee for Toru Yoshikawa, Topic: Determinants of investor relations strategy: A study of large Japanese firms, Professor, Singapore Management University
- 1993-1996 Chair, Supervisory Committee for Carolan McLarney, Topic: Navigating through a hurricane: An investigation of strategic planning effectiveness, Professor, Dalhousie University, Canada

## **Professional Service**

### UNIVERSITY AND FACULTY SERVICE AT JOHNS HOPKINS CAREY BUSINESS SCHOOL

#### *Leadership*

Interim Dean, Carey Business School, 2011-2012

- Led budgetary stabilization of School
- Led and facilitated School wide strategic planning
- Restructured operational procedures to enhance decision making and accountability
- Built current leadership team to include new Associate Dean for External Affairs and Interim Associate Dean for Finance and Administration
- Serve as liaison between top administration of the University and leadership team of the School
- Reinitiated gift discussions with key members of the Carey Corporate Advisory Board and Ed St. John Real Estate Advisory Board
- Secured philanthropy and grant commitments exceeding \$1 million
- Led the creation of many strategic new partnerships within and outside Hopkins to include the Francis King Carey School of Law at the University of Maryland, Johns Hopkins School of



Medicine, Bloomberg School of Public Health at Johns Hopkins University, Whiting School of Engineering at Johns Hopkins University, Technical University of Munich, Frankfurt School of Business and Finance, Toulouse Business School in France, among others

Executive Vice Dean and Vice Dean for Faculty and Research, 2009-2015

- Responsible for all program development and implementation at the School
- Created and implemented curriculum review and approval process
- Created and implemented faculty governance structure and processes
- Responsible for faculty recruiting (recruited and onboarded a total of 30 new faculty including tenure track, tenured, practice track and lecturers)
- Responsible for faculty performance management
- Created and implemented faculty policies and implemented external review of faculty recruiting process
- Responsible for managing and reporting on AACSB accreditation standards related to faculty

Secretary of the Johns Hopkins Carey Business School Academic Board, 2009-2017

Chair of the Appointment, Tenure and Promotions Committee of the Johns Hopkins Carey Business School Academic Board, 2009-2018

### *Participant*

Steering Committee Member, Innovation and Commercialization for Medicine (IncMed), Johns Hopkins Department of Medicine, Johns Hopkins Medicine, 2017-current

- Develop internal processes for identifying and mentoring entrepreneurially active department faculty
- Identifying promising technologies for commercialization and working with JHTV to analyze patentability and commercialization pathway
- Identifying and mentoring interested trainees (residents and fellows) on their entrepreneurial initiatives
- Deliver talks to department faculty on entrepreneurship and innovation

Member of the Committee on Conflicts of Interest and Commitment, Johns Hopkins School of Medicine, 2017-current

Selection Committee Member, Johns Hopkins Society of Scholars, 2018-current

- Evaluate nominees for membership into the Society of Scholars, established in 1967 by university President Milton S. Eisenhower

University Representative, U.S. Census Bureau Research Data Center, College Park, Maryland, 2018-current

- Serve on the College Park chapter of the RDC steering committee as the representative for Johns Hopkins University
- Assess researcher needs and suggest improvements for access
- Facilitate access by JH researchers to RDC resources

Curriculum Committee, Johns Hopkins Carey Business School, 2016-current

- Approve new curricular and courses for degree programs at the Carey Business School
- Chair the sub-committees on Management and Organization, and Healthcare Management
- Mentor domain faculty in the development of new courses and revision of existing courses

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## UNIVERSITY AND FACULTY SERVICE AT RENSSELAER POLYTECHNIC INSTITUTE

### *Leadership*

Co-ordinator, Entrepreneurship and Strategy Area, 2001-2004

- Streamline and updated entrepreneurship concentration MBA curriculum
- Introduce strategy concentration MBA curriculum

Chair, Research and Professional Development Committee, 2002-2007

- Foster a research focus among faculty in Area on technological entrepreneurship and strategy
- Develop weekly research seminar series with Prof. Satish Nabisan
- Assist in identifying research funding opportunities for faculty and Ph.D. students
- Assist in identifying publication opportunities for faculty and Ph.D. students
- Provide ad hoc reviews for faculty research papers

Research Director, Paul Severino Center for Technological Entrepreneurship, 2001-2003

- Organize research annual research conferences
- Create research partnerships and networks with peer foreign and domestic universities

Chair, Performance Planning Ad Hoc Committee for Business School, 2000-2001

- Created for the first time a 40-page performance strategic plan for teaching, research and outreach at the Lally School

### *Participant*

Member of RPI Library Advisory Committee on Resource Planning, 2007-2010

- Committee is chaired by the Chief Technology Office and reports to the President of the University

Member of the RPI Governance Review Committee, 2007-2010

- Committee is chaired by Prof. Jacob Fish, Engineering and reports to the President of the University and Board of Trustees

Member of RPI at Hartford Ad Hoc Faculty Recruitment Committee, 2005-2008

- Screen, interview and recommend up to eight tenured faculty candidates for the Lally School located at Hartford, CT

Member of Library Committee, Lally School Representative to RPI Library Oversight Committee, 2005-2010

- Co-ordinate faculty feedback and response to planned journal and data subscription cancellation, liaise and communicate library developments to Lally faculty

Member of RPI Library Resource Evaluation and Planning Committee, 2006-2007

- Committee is chaired by the Dean of the School of Humanities and Social Sciences, and reports to the President of the University

MBA course development team for *Innovation Networks and Value Creation*, 2003-2005

- Create, pilot and implement a new core class in the 2004 MBA curriculum with team of 3 faculty members

MBA course development team for *Strategic Management*, 2003-2004

- Created draft 2004 MBA course with team of 3 faculty members

Member of Standing Ph.D. Programs committee, 2001-2004

Member of Ad Hoc Vice-Provost for Entrepreneurship Search Committee, 2001-2002

Member of Ad Hoc Director of the Severino Center for Technological Entrepreneurship Search Committee, 2001-2003

Member of Ad Hoc Dean Search Committee, 2001-2002

Member of Ad Hoc Vice-President and Dean of Rensselaer at Hartford Search Committee, 2001-2002

Member of Ad Hoc Performance Standards Setting committee, tasked with creating and recommending faculty performance standards for annual evaluation 2002

### JOURNAL EDITING AND EDITORIAL BOARD MEMBERSHIPS

Editor-in-Chief, Academy of Management Perspectives, Academy of Management: Briarcliff Manor, NY (2015-current), renewed for second term in 2019, a first for a journal of the Academy of Management)

Academic Editor, Medicine®, Wolters Kluwer Health, Amsterdam, Netherlands (2017-current)

Associate Editor, Journal of Family Business Strategy, Elsevier Science: New York, NY (2014-current)

Associate Editor, Journal of Technology Transfer, Springer Science+Business Media: New York, NY (2002-current)  
 Associate Editor, Journal of Financial Stability, Elsevier Science: New York, NY (2003-2018)  
 Senior Editor, Journal of Business Venturing, Elsevier Science: New York, NY (2005-2015)  
 Editorial Board, Academy of Management Journal, Academy of Management, Briarcliff Manor, NY (2002-2007), 2 terms  
 Editorial Board, Journal of Business Venturing, Elsevier Science: New York, NY (1998-current)  
 Editorial Board, Global Outlook, John Wiley & Sons: New York, NY (1995-1999)  
 Co-Editor, Asia Pacific Journal of Management, John Wiley & Sons: New York, NY (1998-2000)  
 Banking, Economics and Business Studies Editorial Committee, World Scientific Publishers: Singapore, Singapore (1997-2000)

#### AD HOC JOURNAL REVIEWING

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Academy of Management Journal  
Academy of Management Review  
Administrative Science Quarterly  
Journal of Management  
Organization Science  
Strategic Management Journal

#### CONFERENCE CHAIR/DISCUSSANT

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2019 Johns Hopkins Symposium on Free Market Solutions to Urban Grand Challenges, sponsored by Johns Hopkins Carey Business School and the Charles Koch Foundation, Baltimore, MD, April  
 2001-current Session chair and discussant, Academy of Management, Entrepreneurship Division, various years  
 2001-current Professional Development Workshop Organizer, Academy of Management, Entrepreneurship Division, various years  
 1999 Session Discussion, Academy of Management, Business Policy and Strategy, Chicago, IL, USA  
 1997 Session Discussant, Academy of Management, Entrepreneurship, Boston, MA, USA  
 1996 Session Chair, Academy of Management, Business Policy and Strategy, Cincinnati, OH, USA  
 1995 Session Discussant, Academy of Management, Business Policy and Strategy, Vancouver, BC, Canada  
 1994 Session Chair, Academy of Management, Business Policy and Strategy, Dallas, TX, USA  
 1994 Faculty participant, Academy of Management, Dissertation Workshop, Dallas, TX, USA  
 1993 Session Chair, Academy of International Business, Research Methods, Maui, HI, USA  
 1995 Canadian Council for International Business, Member of Multinational Enterprise and International Investment Committee (currently working with the Business and Industry Advisory Committee to the *OECD*)

#### EXTERNAL EXAMINER

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2016 Organization for Economic Cooperation and Development, Division of Entrepreneurship and Innovation Policy, Country Evaluation of Innovation and Entrepreneurship Policy Initiatives, The Netherlands  
 2011 Organization for Economic Cooperation and Development, Division of Entrepreneurship and Innovation Policy, Country Evaluation of Innovation and Entrepreneurship Policy Initiatives, Germany  
 2010 Science Foundation Ireland, evaluation of SFI Innovation Policy and Incubation Initiatives  
 2008-current University Grants Council, Hong Kong Research Grants Business and Economics Committee, Hong Kong, SAR  
 2002 Hong Kong Polytechnic University, Doctor of Business Administration Program  
 2000 Chulalongkorn University, Doctor of Business Administration Program (English)

## PROFESSIONAL ASSOCIATION SERVICE

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| 2004-2005 | Entrepreneurship Division PhD Student Consortium Faculty Mentor (Seattle and Honolulu Meetings)               |
| 2000-2001 | Entrepreneurship Division New Faculty Consortium Chair (Toronto and Washington D.C. Meetings)                 |
| 1995-1997 | Business Policy and Strategy Division Regional Liaison Representatives (Midwest) of the Academy of Management |

## OTHER PROFESSIONAL ACTIVITIES

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### *Business and Economics Study Section Committee Member for:*

Hong Kong Research Grants Council, University Grant Council, Government of Hong Kong, PRC (2014-current)

### *Disciplinary Appeals Committee Member for:*

Hong Kong Research Grants Council, University Grant Council, Government of Hong Kong, PRC (2018-current)

### *Working Group Member for:*

National Academies of Sciences, Engineering and Medicine, Evaluation Committee for the National Institutes of Health SBIR/STTR (Small Business Innovation Research) programs. Chair of awards process sub-committee, Washington DC (2020-2021)

Council on Competitiveness National Innovation Initiative, co-chaired by Sam Palmisano, Chair and CEO IBM, Wayne Clough, President, Georgia Institute of Technology (2004-2005)

### *Small Business Counsellor for:*

The Washington State Small Business Development Center of the U.S. Small Business Administration (1988-1992)

The New York State Small Business Development Center of the U.S. Small Business Administration (1997-1998)

### *Workshop Speaker and Leader for:*

American Conference Institute (New York, San Francisco, and Chicago) on Strategy and Organizational Reengineering

Conference Board of Canada (Toronto and Montreal) on Core Competence and Organizational Restructuring

Federation for International Training Canada (Toronto) on International Entry Mode and Governmental Initiatives

## Honors

### RESEARCH

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| 2007 | The Stephan Schrader Best Paper Award for, "Scientists or entrepreneurs: Rent (mis)appropriation from discoveries made in university labs." Academy of Management, Technology & Innovation Management Division, Philadelphia   |
| 2004 | <u>Babson Kauffman Entrepreneurship Research Conference</u> recipient for The Kauffman Center for Entrepreneurial Leadership Award for the best paper with the most Significant Implications for Practitioners.  |
| 2003 | <u>23<sup>rd</sup> Annual Strategic Management Society Conference</u> recipient for the paper, "University Technology Transfer: The Intersection between Strategy, Structure, and Pay and the Link to Licensing Revenues and Firm Creation", 6th Annual McKinsey/SMS Best Conference Paper |

- 1996 Winner of the Schulich School of Business Faculty Annual Research Award, recognized as Best Junior Faculty Researcher in the School for 1996/97
- 1995 Honored in the Best Papers Proceedings of the Academy of Management Meetings for “Social Networks or Human Capital: What Constrains CEO Dismissals?”
- 1993 Finalist, Doctoral Dissertation Competition, Academy of Management, Business Policy and Strategy Division
- 1992 Awarded Best Paper for “Responding to a Product Crisis: A Comparison of Memory Retrieval vs. Refutational Strategies”, by the American Marketing Association, Chicago, IL
- 1992 Edna G. Benson Foundation Fellowship, University of Washington
- 1992 George W. Tyler Foundation Scholarship, University of Washington
- 1991 Boeing Endowment for Excellence Fellowship, University of Washington
- 1991 Michael G. Foster Foundation Fellowship, University of Washington

## TEACHING

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- 2004 2004 Outstanding Faculty Award, The Lally School of Mgmt & Technology, RPI (awarded by MBA Class of 2004)
- 1995 Finalist, 1994 MBA Educator of the Year Award, Faculty of Administrative Studies, York University

## SERVICE

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- 2004 Trustee Faculty Achievement Award, RPI
- 2002 Trustee Faculty Achievement Award, RPI
- 1994 Officially honored as 1 of 6 best reviewers from a field of 350 at the Academy of Management Conference, Business Policy and Strategy Division

## SUMMARY OF EXPERTISE

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Expert on the management and economics of biomedical and healthcare innovation, technology entrepreneurship and regional development

Quoted on CNBC, Fox Business News, CBS News, Global News, CTV News, Canadian Broadcasting Corp (CBC) TV, CBC Radio, MediaCorp Singapore, Bloomberg News, Fox News, The National (Canada), Wall Street Journal, Vancouver Sun, Globe and Mail, USA Today, Toronto Star, ABCNews.com, Boston Herald, Bloomberg TV, San Francisco Examiner, Investor’s Business Daily, DowJones Newswires, BusinessWeek, BusinessWeek.com, CNNMoney.com, Capital District Business Report (Albany, NY).