

*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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2023- current	Associate Faculty, Hopkins' Economics of Alzheimer's Disease & Services Center, Bloomberg School of Public Health, and Johns Hopkins Medicine
2022-current	Director and Principal Investigator, Johns Hopkins Innovation for Substance Use Disorder Program, Johns Hopkins Medicine, and Johns Hopkins Carey Business School
2021-current	Core Director, Johns Hopkins Artificial Intelligence Technology Collaboratory for Aging Research, Johns Hopkins Malone Center for Engineering in Healthcare and Johns Hopkins Medicine
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 Program Director, Postdoctoral Clinical Research Training Program, 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 Medicine Armstrong Institute for Patient Safety and Quality, Johns Hopkins School of 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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13377 Google Scholar citations (H-index: 47)

#### Health Services and Healthcare

1. Choi, Ellie Ci En, Yiong Huak Chan, Yik Weng Yew, Hazel H. Oon, Steven Thng, Chris Tan, Valencia Long, Phillip H. Phan, Nisha Suyien Chandran (2023) What makes a challenging consult: A cross-sectional study of 1053 dermatology patients in Singapore. Journal of the American Academy of Dermatology International, 11:185-188.
2. Lee, Soo-Hoon, Clarice Wee, Phillip H. Phan, Yanika Kowitlawakul, Chee Keat Tan, Amartya Mukhopadhyay (2023). Readiness for transfer: a mixed-methods study on ICU transfers of care. BMJ Open, 13(5):e064492
3. Phan, Phillip (2023) Does Universal Health Insurance in Korea provide a Lesson for U.S. Health Care Financing? INQUIRY: The Journal of Health Care Organization, Provision, and Financing, 60: 469580231168740
4. Runyon, Jonathan N., Eric Su, Phillip H. Phan, Thao Nguyen, Alvaro Coronado Munoz (2023) Resource Utilization and Clinical Outcomes in Severe Pediatric Traumatic Brain Injury in Texas. Critical Care Medicine, 51(1): 116
5. Long, Valencia, Xer Min Nicole Lau, Clara Xinyi Ng, Phillip H. Phan, Ci En Ellie Choi (2023) Discordance in perception of disease severity between patient and physicians. European Journal of Internal Medicine, 109:138-140
6. Lee, Soo-Hoon, Phillip H. Phan, Sanjay V. Desai (2022) Evaluation of house staff candidates for program fit: a cohort-based controlled study. BMC Medical Education, 22(1): 754
7. Phan, Phillip H., Cybele L. Abad (2022) The future of AI in health-care quality: defining the challenges and opportunities moving forward. International Journal of Quality in Health Care, 34(4): mzac080
8. Lee, Soo-Hoon, Tinglong Dai, Phillip H. Phan, Nehama Moran, Jerry Stonemetz (2022) Earlier Studies in Anesthesia & Analgesia of Case Scheduling and Cancellation Within the Week of Surgery Response, Anesthesia and Analgesia, 135(1): e9
9. Ong, Colin Eng Choon, Phillip H. Phan, Christine Xia Wu, Zhaoqi Chen, Lit Sin Quek (2022) Value-based analysis of a Singaporean post-ED discharge support program for older adults. Journal of Patient Safety and Risk Management, 27(4): 166-171
10. Su, Eric, Phillip H. Phan, Alan Riley, Pediatric Research Collaborative on Critical Ultrasound (2022) Unexpected Vascular Ultrasound Findings Prompting Hemodynamic Management in an Infant in Respiratory Failure. Case, 6(6): 247-249

11. Murray, Nick, Phillip Phan, Greg Hager, Andrew Menard, David C. Chin, Alvin Liu, Ferdinand Hui (2022) Insurance Payment for AI Technology: Methods used by a Stroke AI System and Strategies to Qualify for the NTAP, The Neuroradiology Journal, 35(3): 284-289
12. Choi, CE Ellie, Heng Li Wei, Sean YL Tan, Phillip H Phan, Nisha Suyien Chandran (2022) Factors Influencing Willingness to Pay and Show Images with Teledermatology during the COVID-19 pandemic, Journal of the American Academy of Dermatology, 87(1): e19-e21
13. Reina Ortiz, Miguel, Michelle Grunauer, Erika Gutierrez, Ricardo Izurieta, Mario Macis, Phillip Phan, Carlos Rosas, Enrique Teran (2022) Financial incentives, not behavioral nudges, led to optimized HIV testing among pregnant women in a high burden urban population in Ecuador, American Journal of Tropical Medicine & Hygiene, 106(6): 1703-1710
14. Choi, C Ellie, Phillip H. Phan, and Hazel H. Oon (2022) Hidradenitis suppurativa: racial and socioeconomic considerations in management. International Journal of Dermatology, 61(12): 1452-1457
15. Tan, Sean YL, Phillip Phan, Je Yin Law, Ellie CE Choi, Nisha Suyien Chandran (2022) Qualitative Analysis of Topical Corticosteroid Concerns, Topical Steroid Addiction and Withdrawal in Dermatological Patients, BMJ Open, 12(3): e060867
16. Choi, CE Ellie, Heng Li Wei, Tan, Sean YL, Phillip Phan, Nisha Suyien Chandran (2022) Factors Influencing Use and Perceptions of Teledermatology - A Mixed Methods Study of 942 participants, Journal of the American Academy of Dermatology International, 6: 97-103
17. Lee, Soo-Hoon, Tinglong Dai, Phillip H Phan, Nehama Moran, Jerry Stonemetz (2022) The Association Between Timing of Elective Surgery Scheduling and Operating Theater Utilization: A Cross-Sectional Retrospective Study, Anesthesia & Analgesia, 134(3): 455-462
18. CE Ellie Choi, MY Fiona Yee, LY Laura Tan & Phillip Phan (2022) A Qualitative Study of Dermatology Patients and Providers to Understand Discordant Perceptions of Symptom Burden and Disease Severity, Journal of Dermatological Treatment, 33(4): 2344-2351
19. Lahiri, Manjari, Peter P. M. Cheung, Preeti Dhanasekaran, Su-Ren Wong, Ai Yap, Daphne S. H. Tan, Siew-Hwa Chong, Chiew-Hwa Tan, Amelia Santosa, Phillip Phan (2022) Evaluation of a multidisciplinary care model to improve quality of life in rheumatoid arthritis: a randomised controlled trial, Quality of Life Research, 31(6): 1749-1759
20. Samuels, Jack, Calliope Holingue, Paul Nestadt, O Joseph Bienvenu, Phillip H. Phan, Gerald Nestadt (2021), An investigation of COVID-19 related worry in a United States population sample, Journal of Psychiatric Research, 144: 360-368
21. 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, 25(8): 2542-2550
22. Samuels, Jack, Calliope Holingue, 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.
23. 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
24. 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.
25. Lee, BurceY., 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
26. 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
27. 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
28. Liu, Alvin T.K., Ferdinand K. Hui, Phillip H. Phan (2020) Clearing hurdles to large scale telemedicine adoption, Ophthalmology Times, 45(12): 1, 4

29. 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
30. 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
31. 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
32. 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
33. 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.
34. 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
35. 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
36. 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
37. 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
38. 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
39. 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
40. 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
41. 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-S349
42. 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
43. 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
44. Phan, Phillip & Dean F. Wong (2017). Lost opportunities. Nature, 552 (7683): S18
45. 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
46. 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.

47. 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.
48. Wong, Dean F., Robert Innis, Lawrence M. Sung, Lisa Gold, Steven Paul, Phillip Phan, Steven Grant, Husseini Manji (2013) New Models of Open Innovation to Rejuvenate the Biopharmaceutical Ecosystem, Neuropsychopharmacology 38: S17

## Strategy and Entrepreneurship

1. Lee, Soo-Hoon, Pankaj C. Patel, Phillip H. Phan (2023) Are the Self-Employed More Stressed? New Evidence on an Old Question. Journal of Small Business Management, 61(2): 513-539
2. Caiazza, Rosa, Phillip H. Phan, & Michele Simoni (2022). Theoretical and empirical differences between the interlocked boards of family and non-family firms. Journal of Family Business Strategy, (in press)
3. Phan, Phillip H. (2022) Redeeming Management Scholarship in a Time of Crisis. Academy of Management Perspectives, 36(2): 711-712
4. Hui, Ferdinand K., Andrew Menard, Kimia Ghobadi, TY Alvin Liu, and Phillip H. Phan (2022) Is There a Market for Sustainable Healthcare? Journal of Sustainable Marketing, 3(1): 4-16.
5. Sun, Xian, Ellen Jin Jiang, Phillip H. Phan, Hua Zhang (2022) De facto power in a transition economy: The case of China, Journal of Financial Stability, 60, 101001
6. Phan, Phillip (2021) Connecting Research to Policy Is Easier Said Than Done, Academy of Management Perspectives, 35(4): 563-565
7. Phan, Phillip (2021) Where is Management Theory in an Age of Crises? Academy of Management Perspectives, 35(3): 331-334
8. Caiazza, Rosa, Phillip H. Phan, Henry Etzkowitz, 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)
9. Li, Mengyin, Phillip H. Phan, and Sun Xian (2021) Business Friendliness: A Double-Edged Sword, Sustainability, 13(4): 1819-1840
10. Nicolaou, Nicos, Phillip H. Phan, Ute Stephan (2021) The Biological Perspective in Entrepreneurship Research. Entrepreneurship: Theory and Practice, 45(1): 3-17
11. Phan, Phillip, Geoffrey Wood (2020) Doomsday Scenarios (or the Black Swan Excuse for Unpreparedness). Academy of Management Perspectives, 34(4): 425-433
12. 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
13. Wright, Michael, Phillip H. Phan (2020) Opportunity: Is there a future in the construct? Academy of Management Perspectives, 34(3): 297-299
14. 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
15. 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
16. 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
17. Phan, Phillip H. (2019) Implications for Management Research in the New *Political* Economy, Academy of Management Perspectives, 33(4): 367–370
18. 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
19. 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
20. 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

21. 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
22. 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
23. Ferrari, Bernard, Phillip H. Phan (2018) Universities and the Conglomerate Challenge, McKinsey Quarterly, 3:116-119
24. Phan, Phillip H., Michael Wright (2018) Advancing the Science of Human Cognition and Behavior, Academy of Management Perspectives, 32(3): 179-181
25. Wright, M, P. Phan (2018) The Commercialization of Science: From Determinants to Impact, Academy of Management Perspectives, 32(1): 1-3
26. Phan, Phillip, Michael Wright, Soo-Hoon Lee (2017) Of Robots, Artificial Intelligence, and Work, The Academy of Management Perspectives, 31(4): 253-255
27. 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)
28. Phan, Phillip, and Mike Wright (2016) Whither the Academy of Management Perspectives, The Academy of Management Perspectives, 30 (1), 1-4
29. 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
30. 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
31. Phan, Phillip (2014) The business of translation: The Johns Hopkins University Discovery to Market program, The Journal of Technology Transfer, 39 (5), 809-817
32. 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
33. 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
34. 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
35. 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
36. 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
37. 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
38. 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
39. 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
40. 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
41. 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
42. 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
43. 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

44. 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
45. 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
46. 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
47. Markman, Gideon, Peter Gianodis and Phillip H. Phan (2009) Supply-Side Innovation and Technology Commercialization, Journal of Management Studies, Vol46, No4, pp 625-649
48. 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
49. 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
50. 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
51. 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
52. 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.
53. 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.
54. 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.
55. 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
56. 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
57. 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
58. 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
59. 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
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  27. Lee, Soo Hoon, Christopher Terndrup, Phillip H. Phan, Sandra E. Zaeh, Kwane Atsina, Nicole Minkove, Diana Kwong, Idoreyin Montague, Alexandra Billioux, B. Clark, Andrew Hughes, S. Chatterjee, and Sanjay V. Desai, “Pre-Post RCT of Four Training Interventions to Improve Sign-out Quality for Interns”. 39<sup>th</sup> Annual Meeting of the Society of General Internal Medicine, Hollywood, FL, 11-14 May 2016.
  28. Lee, Soo Hoon, Christopher Terndrup, Phillip H. Phan, Sandra E. Zaeh, Kwane Atsina, Nicole Minkove, Diana Kwong, Idoreyin Montague, Alexandra Billioux, B. Clark, Andrew Hughes, S. Chatterjee, and Sanjay V. Desai “Impact of the Ward Environment on Sign-out Quality”. Alliance for Academic Internal Medicine, Atlanta, GA, 8-10 October 2015.
  29. Lee, Soo Hoon, Christopher Terndrup, Phillip H. Phan, Sandra E. Zaeh, Kwane Atsina, Nicole Minkove, Diana Kwong, Idoreyin Montague, Alexandra Billioux, B. Clark, Andrew Hughes, S. Chatterjee, and Sanjay V. Desai “A Pre-Post Randomized Controlled Cohort Trial on Intern Sign-out Quality”. 6<sup>th</sup> Annual Patient Safety Summit, Baltimore, MD, 2 October 2015.
  30. Lee, Soo Hoon, Christopher Terndrup, Phillip H. Phan, Sandra E. Zaeh, Kwane Atsina, Nicole Minkove, Diana Kwong, Idoreyin Montague, Alexandra Billioux, B. Clark, Andrew Hughes, S. Chatterjee, and Sanjay V. Desai “Impact of the Ward Environment on Sign-out Quality”. 6<sup>th</sup> Annual Patient Safety Summit, Baltimore, MD, 2 October 2015.

31. Lee, Soo-Hoon, Phillip H. Phan, Todd Dorman, Peter J. Pronovost, and Sallie J. Weaver “The Impact of Handoffs on Patient Safety: Evidence from HSOPS”, Annual Meeting of the Academy of Management, Vancouver, Canada, August 2015
32. Phan, Phillip H. “The Singapore startup ecosystem for student entrepreneurs”, Annual Meeting of the Academy of Management, Vancouver, Canada, August 2015
33. Michtalik, Henry J., Bishara Bates, Robert E. Hody, Phillip Phan, Melinda Kantsiper, Jodi Rennert-Ariev, Laura Winner; Daniel Brotman, Patricia Wachter, Eric J. Park, and Eric Howell “Increasing Value across Four Hospitals through a Hospitalist-Led Quality Improvement Program: Top-Down Support for Bottom-Up Change to Decrease Length of Stay and Cost of Care”. 38th Annual Meeting of the Society of General Internal Medicine. Toronto, Canada, April 2015
34. Lee, Soo-Hoon, Wei-Ping Goh, Phillip H. Phan, Heidi Mah, Dale A. Fisher “Strengthening Information Exchanges in Resident Sign-outs: The Roles of Responsibility and Accountability”. 38th Annual Meeting of the Society of General Internal Medicine. Toronto, Canada, April 2015
35. Lateef, Aisha, Reshma Merchant, J. J. He, Soo-Hoon Lee, Phillip H. Phan, M. Ong, U.S. Segara, T. B. Sim, Mahendran Mahadevan, K. T. Goh, Dale A. Fisher “Acute Medical Team – Model of Care Designed to Provide Early Definitive Specialist Care to Patients Waiting for Inpatient Beds.” International Forum on Quality & Safety in Healthcare. London, U.K., April 2015
36. Phan, Phillip “Asian Entrepreneurship: Past, Present and Future” Supporting Sustainable Development through Transatlantic and Transpacific Policy Cooperation, Konrad Adenauer Foundation (Washington DC, and Berlin, Germany) in Atlanta, GA, October 2014
37. Lee, Soo-Hoon, Phillip H. Phan, Wei-Ping Goh, and Dale A. Fisher “Factors that Promote the Perceived Usefulness and Clinical Outcomes of Signouts”, International Conference on Advances in Healthcare & Life Sciences, Singapore, November 2014
38. Lee, Soo-Hoon, Angela Lee, Sian Ni Lim, Mei Jian Koh, B. Tan, Phillip Phan, Reshma A. Merchant, Aisha Lateef, and Dale A. Fisher “Pilot Study on Nurse-led Rounds: Preliminary Data on Patient Contact Time”, International Conference on Advances in Healthcare & Life Sciences, Singapore, November, 2014
39. Phan, Phillip “Developing a Future Research Agenda for Studying Strategy in Family and Business” Strategic Management Society Extension Conference, Barcelona, Spain, September 2014
40. Lee, Soo-Hoon, Phillip H. Phan, Sanjay V. Desai “In Search of Standard Processes to Mitigate Vulnerabilities in Intern Sign-Out”. Alliance for Academic Internal Medicine, Washington, DC, September 2014
41. Phan, Phillip, “Pathologies of the dopamine regulatory mechanism implicated in sensation seeking and schizophrenia”, Annual Meeting of the Academy of Management, Philadelphia, PA, August 2014
42. Phan, Phillip “Measurement Issues in Academic Entrepreneurship”, Annual Meeting of the Academy of Management, Philadelphia, PA, August 2014
43. Lee, Soo-Hoon, Phillip H. Phan, Todd Dorman, Sallie J. Weaver, and Peter J. Pronovost “The Impact of Handoffs on Patient Safety: Evidence from HSOPS”. 5th Annual Patient Safety Summit, Baltimore, MD, June 2014
44. Lee, Soo-Hoon, Phillip H. Phan, Sanjay V. Desai “An Exploratory Study to Identify Areas of Vulnerability in Sign-outs for Interns”. 5th Annual Patient Safety Summit, Baltimore, MD, June 2014
45. Phan, Phillip H., “Building East-West Bridges between OMT and Entrepreneurship”, Annual Meeting of the Academy of Management, Entrepreneurship Division, August 2011
46. Phan, Phillip H., “The Impact of Networks and Technological Specialization on the Value of Academic Entrepreneurs”, Annual Meeting of the Academy of Management, Technology and Innovation Management Division, August 2011
47. Liao, Yin-Chi and Phillip H. Phan, “Internal Capabilities, External Network Positions, and Knowledge Creation”, Annual Meeting of the Academy of Management, Technology and Innovation Management Division, August 2011
48. Markman, Gideon and Phan, Phillip H., “) Market Entry, Competitive Dynamics and Entrepreneurship”, Annual Meeting of the Academy of Management, Technology and



- Innovation Management, Business Policy and Strategy, and Entrepreneurship Divisions, August 2011
49. Walls, Judith, Phillip H. Phan and Pascual Berrone, "A Longitudinal Study of the Link between Corporate Governance and Environmental Strategy" Annual Meeting of the Academy of Management, Organization and the Natural Environment Division, August 2007.
  50. Ding, Hung Bin and Phillip H. Phan, "Family involvement in family firms: Antecedents and moderators." Babson College Entrepreneurship Research Conference, Bloomington, Indiana, May 2006 (full paper refereed)
  51. Ding, Hung Bin and Phillip H. Phan, "The family influence in family enterprises: Why some are more "family" than others?" Annual Meeting of the Academy of Management, Entrepreneurship Division, Atlanta, Georgia, August 2006 (full paper refereed)
  52. Walls, Judith L. and Phillip H. Phan, "A corporate governance framework of environmental strategy: an empirical investigation" Annual Meeting of the Academy of Management, Entrepreneurship Division, Atlanta, Georgia, August 2006 (full paper refereed)
  53. Ding, Hung Bin and Phillip H. Phan, "Family involvement in family firms: Antecedents and moderators." Babson Kauffman Entrepreneurship Research Conference, Bloomington, Indiana, June 2006 (full paper refereed)
  54. Ding, Hung Bin and Phillip H. Phan, "The family involvement in family enterprises." Family Enterprise Research Conference, Niagara Falls, Canada, April 2006 (full paper refereed)
  55. Walls, Judith and Phillip H. Phan, "A Governance Framework for Understanding Environmental Strategy" Annual Meeting of the Academy of Management, Social Issues in Management, Division, Honolulu, Hawaii, August 2005 (full paper refereed)
  56. Waisman, Maya, Moren Levesque and Phillip H. Phan, "Are CEOs Myopic? A Dynamic Model of the Ongoing Debate", Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Honolulu, Hawaii, August 2005 (full paper refereed)
  57. Markman, Gideon, Peter Gianiodis and Phillip H. Phan, "Spillover or Bypassing? Appropriating Rents From Discoveries Made in U.S. Universities", Annual Meeting of the Academy of Management, Technology and Innovation Management Division, Honolulu, Hawaii, August 2005 (full paper refereed)
  58. Phan, Phillip, John E. Butler and Soo-Hoon Lee, "Corporate Governance and Management Succession in Family Businesses", First Annual Haniel Stiftung Kreis, Humboldt University: Berlin, Germany, January 2005 (full paper refereed)
  59. Choi, Young Rok and Phillip H. Phan, "A Generalized Supply/Demand Approach to National Entrepreneurship: Examples from the United States and South Korea", First Annual Haniel Stiftung Kreis, Humboldt University: Berlin, Germany, January 2005 (full paper refereed)
  60. Choi, Young Rok and Phillip H. Phan, "Dynamics of New Firm Formation: Impacts of Economic and Technology Policy." IEEE International Engineering Management Conference 2004, Singapore, October 2004 (full paper refereed)
  61. Waisman, Maya and Phillip H. Phan, "Are CEOs Myopic? A Dynamic Model of the Classical Debate" Annual Meeting of the Academy of Management, Business Policy and Strategy Division, New Orleans, LA, August 2004 (full paper refereed)
  62. Phan, Phillip and Toru Yoshikawa, "Corporate Governance in Singapore: Developments and Prognoses", Academy of International Business Annual Meeting, Stockholm, Sweden, July 10-13, 2004 (full paper refereed)
  63. 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)
  64. 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)
  65. Phan, Phillip H., and Margarethe Wiersema, Corporate Governance Failures in the United States: A Re-examination of Theory and Practice in the Boardroom", 23rd Annual Strategic Management Society Conference, Baltimore, MD, November 2003 (abstract refereed)

66. 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, 23rd Annual Strategic Management Society Conference, Baltimore, MD, November 2003 (full paper refereed).
67. 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)
68. 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):
69. Ding, Hung-bin and Phillip H. Phan, "The Impact of Embeddedness on Knowledge Acquisition and Innovation through Interfirm Alliances", 45th Annual Meeting of the Academy of International Business, Monterey, CA, July 2003 (full paper refereed)
70. 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)
71. 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
72. Phan, Phillip H., Soo Hoon Lee and Elaine Chan, "The Impact of Human Resource Management on Firm Performance: A Resource-based Explanation", 3rd Asia Academy of Management Meetings, Bangkok, Thailand, 2002 December (full paper refereed)
73. 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)
74. 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)
75. 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)
76. 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)
77. 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)
78. 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)
79. 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)
80. 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)
81. 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)
82. 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)
  83. 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)
  84. 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)
  85. 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)
  86. 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)
  87. 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)
  88. 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 Carolinam, May 1999 (full paper refreed)
  89. 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)
  90. 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)
  91. 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)
  92. 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 refreed)
  93. 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 refreed)
  94. 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)
  95. 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)

96. 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)
97. 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)
98. Phan, Phillip H., and Peridis, Theodore, "Trust Creation in Industry Networks," Eastern Academy of Management International Conference, Singapore, June 1995 (full paper refereed)
99. 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)
100. 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)
101. 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)
102. 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)
103. 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)
104. 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)
105. 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)
106. 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)
107. 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)
108. 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
109. 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)
110. 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)
111. 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)
112. 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)

113. 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, BXB 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

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

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| 2023 | Belitski, M, RN Trevinyo-Rodriguez and P. Phan, Collaboration Strategies and SME Innovation Performance, <i>Journal of Business Research</i> (3rd review)   |
| 2023 | Rocha, H., Rousseau, H., Phan, P., Berrone, P. Rethinking Entrepreneurship and Poverty, <i>Academy of Management Perspectives</i> (2nd review)  |
| 2023 | Bai, G, D Jimenez, P Phan, L Quintero, A Rebutti, X Sun. The Financial Fragility of For-profit Hospitals: Evidence from the COVID-19 Pandemic. <i>Journal of Financial Stability</i> (third revision)   |
| 2023 | Audretsch, D.B., Belitski, M., Caiazza, R., Phan, P. Knowledge Collaboration Strategies and SME Innovation Performance in the United Kingdom, <i>Journal of Business Venturing</i> (in review)  |
| 2023 | Phan, P, and RN Trevinyo-Rodriguez, M Koiranen , Earnouts in family business acquisitions. (in draft)   |
| 2023 | Reina Ortiz, M,V Sharna, M Vasquez, K Wint,MJ Francois, H Chen, DM Tyson,S Marhefka, M Macis, P Phan, H Thirumurthy, Attrition risk and willingness to enroll in a retention in HIV care research study among Latinos Living with HIV in Florida (in draft) |
| 2023 | Urbig, D, P. Phan The decision by medical doctors to start a private practice. A self-efficacy explanation (data analysis)  |
| 2023 | Kvedaraviciene, G, X Wang, P Phan, Diffusion of Innovation in the Pharmaceutical Industry: Dynamics of New Drug Prescribing Behaviors (data collection)   |

## BOOKS UNDER CONTRACT

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

## RESEARCH GRANTS

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|------|---|
| 2023 | JH Nexus Award, "Shaping the Future of AI-Enhanced Medical Devices: A One-Day Symposium on the Regulation of AI in Healthcare." Principal Investigator (pending funding decision)   |
| 2023 | JH Nexus Award, "Be the Change' - Advancing Personal Agency Approaches to Catalyze Development." Co-principal investigator (pending funding decision)   |
| 2023 | JH Nexus Award, "Physician Leadership in Research, Public Health Policy, and the Business of Health." Co-principal investigator (pending funding decision)  |
| 2023 | JH Nexus Award, "BE3ECH (Business, Economics, Epidemiology, and Ethics of Eye Care and Health) Focusing on Major Causes of the Global Burden of Vision Impairment: Myopia, Uncorrected Refractive Error, and Unoperated Cataract." Co-investigator (pending funding decision) |

2023	JH Nexus Award, “Enabling low-cost diagnostics through open-source innovation” Co-principal investigator (pending funding decision)
2023	JH Discovery Award, “Evaluation of sociometric network factors facilitating business success and economic spillover among Ugandan entrepreneurs.” Co-principal investigator (not funded)
2022-2027	National Institute for Drug Addiction, “Discovery to Commercialization Program for Substance Abuse Prevention and Treatment (D2C: SAPT)” (US\$1,700,000) principal investigator (funded)
2021-2026	National Institute for Aging, Federal, “Utilizing Technology and AI Approaches to Facilitate Healthy Aging P30” (US\$20,500,000) co-principal investigator (funded)
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-principal 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-principal 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-principal 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) principal 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) principal investigator (Funded)
- 1997-2000 Social Sciences and Humanities Research Council of Canada (SSHRC) Strategic Grant "The Corporate Governance of Strategic Alliances" (C\$48,000) principal investigator (Funded)
- 1996 SSHRC/YORK Internal Grant "Corporate Governance of Strategic Alliances," (C\$2,000) principal investigator (Funded)
- 1996 SSB Research Grant, "Corporate Governance of Strategic Alliances," (C\$1,500) principal investigator (Funded)
- 1996 SSHRC/YORK Internal Grant "Graduate Management Education as a Driver of Corporate Strategy." (C\$2,000) principal investigator (Funded)
- 1996 SSB Research Grant, "Graduate Management Education as a Driver of Corporate Strategy." (C\$2,000) principal investigator (Funded)
- 1995 FAS Research Grant, "Corporate Governance in Transitional Firms." (C\$2,000) principal investigator (Funded)
- 1994 FAS Research Grant, "Social Networks or Human Capital: What Constrains CEO Dismissals?" (C\$1,600) principal investigator (Funded)
- 1993 FAS Research Grant, "Beyond Agency Theory: Human Capital as the Critical Link in the Performance-CEO Dismissal Equation" (C\$2,250) principal investigator (Funded)
- 1993 SCOTL Teaching Development Grant, "FAS Case Writing Initiative" (C\$5,000) principal investigator (Funded)
- 1992 SSHRC/YORK Internal Grant, "Corporate Governance and Corporate Performance -- A Resource Based Formulation and Empirical Investigation" (C\$1,500) principal investigator (Funded)

## Teaching

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

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Design Lab  
 Commercializing Discovery  
 Innovation for Humanity: Galapagos  
 Entrepreneurial Ventures (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, Associate Professor, University of South Carolina at Upstate
2006-2009	Chair, Dissertation Committee for John Marsh, Topic: An integrative approach to explaining the acquisition decision, Associate 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, Associate Professor, University of South Australia
2003-2007	Chair, Dissertation Committee for Judith Walls, Topic: The impact of corporate governance on environmental strategy, Professor, University of St. Gallen
2003-2007	Member, Supervisory Committee for Maya Waisman, Three essays on corporate debt and CEO compensation, Associate 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 (retired), 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, National Taipei 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 University 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, Power Corporation Professor, University of Ottawa
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

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### *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, 2018-2020

- 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 (2021)
- Mentor domain faculty in the development of new courses and revision of existing courses

## UNIVERSITY AND FACULTY SERVICE AT RENSSELAER POLYTECHNIC INSTITUTE

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### *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 member

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 Harford 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

Deputy Editor, International Journal for Quality in Health Care, Oxford University Press (2022-current)

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

Associate Editor, Journal of Technology Transfer, Springer Science+Business Media: New York, NY (2002-current)

Editor-in-Chief, Academy of Management Perspectives, Academy of Management: Briarcliff Manor, NY (2015-2022), served two terms, a first for a journal of the Academy of Management

Associate Editor, Journal of Family Business Strategy, Elsevier Science: New York, NY (2014-2021)

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

### *Management*

Academy of Management Journal

Academy of Management Review

Administrative Science Quarterly

European Management Journal

Journal of Management

Organization Science

Strategic Management Journal

### *Healthcare*

Annals of Internal Medicine

BMC Health Services Research

BMJ Open

International Journal for Quality in Health Care

Journal of General Internal Medicine

The Joint Commission Journal of Quality and Patient Safety

## CONFERENCE CHAIR/DISCUSSANT

2019	<u>Johns Hopkins Symposium on Free Market Solutions to Urban Grand Challenges</u> , sponsored by Johns Hopkins Carey Business School and the Charles Koch Foundation, Baltimore, MD, April
2001-current	Session chair and discussant, <u>Academy of Management, Entrepreneurship Division</u> , various years
2001-current	Professional Development Workshop Organizer, <u>Academy of Management, Entrepreneurship Division</u> , 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 <i>OECD</i> )

#### EXTERNAL EXAMINER

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2016	<u>Organization for Economic Cooperation and Development</u> , Division of Entrepreneurship and Innovation Policy, Country Evaluation of Innovation and Entrepreneurship Policy Initiatives, The Netherlands
2011	<u>Organization for Economic Cooperation and Development</u> , Division of Entrepreneurship and Innovation Policy, Country Evaluation of Innovation and Entrepreneurship Policy Initiatives, Germany
2010	<u>Science Foundation Ireland</u> , evaluation of SFI Innovation Policy and Incubation Initiatives
2008-2022	<u>University Grants Council</u> , Hong Kong Research Grants Business and Economics Committee, Hong Kong, SAR
2002	<u>Hong Kong Polytechnic University</u> , Doctor of Business Administration Program
2000	<u>Chulalongkorn University</u> , 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 (2014-2022)

*Disciplinary Appeals Committee Member for:*

Hong Kong Research Grants Council, University Grant Council, Government of Hong Kong, PRC (2018-2022)

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

### TEACHING

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|------|---|
| 2004 | <u>2004 Outstanding Faculty Award</u> , The Lally School of Mgmt & Technology, RPI (awarded by MBA Class of 2004) |
| 1995 | Finalist, <u>1994 MBA Educator of the Year Award</u> , 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).