

## Curriculum Vitae

**SOO-HOON LEE, Ph.D.**

24 September 2024

2027 Constant Hall  
Strome College of Business  
Old Dominion University  
Norfolk, VA 23529

Google Scholar Citations = 3,718

h-index = 27

[https://scholar.google.com/citations?hl=es&user=bj-a\\_YMAAAAJ](https://scholar.google.com/citations?hl=es&user=bj-a_YMAAAAJ)

(Accessed: 24 September 2024)

Research Gate Reads = 19,377

<https://www.researchgate.net/profile/Soo-Lee-11/stats> (accessed: 24 September 2024)

## EDUCATION

- Ph.D. Business Administration  
University of Washington, Foster School of Business  
Major: Human Resources Management  
Minors: Microeconomics, Social Psychology, and Research Methods  
Dissertation Title: Systems Integration and Procedural Justice: Keys to Merger Success?
- B.B.A. (Hons) Business Administration  
National University of Singapore, NUS Business School  
Major: Corporate Finance  
Thesis Title: Risks and Returns in the Singapore Acquisitions Market

## EXPERIENCE

- 2021 – current Professor, Strome College of Business, Old Dominion University, Norfolk, VA
- 2021 – current Professor, by Courtesy, Johns Hopkins Carey Business School, Johns Hopkins University, Baltimore, MD
- 2018 – current Affiliate Faculty, Armstrong Institute of Patient Safety & Quality, Johns Hopkins Medicine, Johns Hopkins University, Baltimore, MD

2024 – 2026 Senior Affiliate, Center for Behavioral and Implementation Science Interventions, Yong Loo Lin School of Medicine, National University of Singapore, Singapore

2024 Sydney Brenner Distinguished Academic Visitor, Department of Medicine, Yong Loo Lin School of Medicine, National University of Singapore, Singapore

2021 – 2024 Visiting Professor, Yong Loo Lin School of Medicine, National University of Singapore, Singapore

2021 Adjunct Professor, Carey Business School, Johns Hopkins University, Baltimore, MD

2010 – 2021 Associate Professor, Strome College of Business, Old Dominion University, Norfolk, VA

2015 – 2021 Associate Professor, by Courtesy, Carey Business School, Johns Hopkins University, Baltimore, MD

2015 – 2021 Visiting Associate Professor, Yong Loo Lin School of Medicine, National University of Singapore, Singapore

Summer 2015 Academic Visitor, Yong Loo Lin School of Medicine, National University of Singapore, Singapore

Summer 2015 Academic Visitor, Saw Swee Hock School of Public Health, National University of Singapore, Singapore

2013 – 2015 Visiting Associate Professor, Carey Business School, Johns Hopkins University, Baltimore, MD

2012 – 2014 (Summers) Academic Visitor, Faculty of Engineering, National University of Singapore, Singapore.

2004 – 2010 Assistant Professor, College of Business & Public Administration, Old Dominion University, Norfolk, VA

2002 – 2004 Assistant Professor, Graves School of Business & Management, Morgan State University, Baltimore, MD

2000 – 2002 Visiting Assistant Professor, Lally School of Management & Technology, Rensselaer Polytechnic Institute, Troy, NY

1997 – 2000 Assistant Professor, School of Business, National University of Singapore, Singapore

1994 – 1997	President, <u>Core Competence Consulting Inc.</u> , Brampton, Canada
1991 – 1993	Research Assistant, School of Business, <u>University of Washington</u> , Seattle, WA
1988 – 1990	Teaching Assistant, School of Business, <u>University of Washington</u> , Seattle, WA
1986 – 1988	Senior Tutor, School of Business, <u>National University of Singapore</u> , Singapore

### **HONORS, AWARDS, AND PRIZES**

2023	Winner, Strome College of Business Problem Solving Challenge, Old Dominion University
2019-2025	E.V. Williams Research Fellow Award, Old Dominion University
2020-2023	Outstanding Ann Scott Daugherty Tenured Faculty Research Award, Old Dominion University
2019	Outstanding Reviewer Award, Healthcare Management Division, Academy of Management
2017	Tenured Faculty Teaching Award, Old Dominion University
2011	Faculty Development Award, Old Dominion University
2006	Summer Research Fellowship, Old Dominion University
2005	College of Business & Public Administration Summer Research Grant, Old Dominion University
2004	School of Business Summer Research Grant, Morgan State University
2003	Summer Research Grant, Morgan State University
2002	John Broadbent Summer Research Grant, Rensselaer Polytechnic Institute
2001	Lally School of Management & Technology Summer Research Grant, Rensselaer Polytechnic Institute

- 1998 – 2000 School of Business Research Grants, National University of Singapore
- 1992 – 1993 Edna Benson Fellowship, University of Washington
- 1989 – 1990 Ph.D. Research Assistantship, University of Washington
- 1989 Ph.D. Summer Research Assistantship, University of Washington

### MEMBERSHIP IN PROFESSIONAL SOCIETIES

- 2000 – current Academy of Management

### PUBLICATIONS

#### PEER REVIEWED JOURNAL PUBLICATIONS

- 2024 Chen, L.W., Welbourne Eleazar M.J., Islam, H.A., & Lee, S.H. “The Liability of Resource Commitment in Early-Stage Ventures: Does Attention to Commercialization Overcome It? 31(4), 501-524, Industry & Innovation (Impact Factor = 3.9).
- 2023 Lee, S.H., Wee, C., Phan, P.H., Kowitlawakul, Y., Tan, C.K., & Mukhopadhyay, A. “Transfer Readiness: A Mixed Methods Study on ICU Transitions of Care”, BMJ Open. 13:e064492. doi:10.1136/bmjopen-2022-064492, Impact Factor = 2.9.
- 2022 Gianiodis, P., Lee, S.H., Zhao, H., Foo, M.D., & Audretsch, D. “Lessons on Small Business Resilience”, Journal of Small Business Management, 60(5), 1029-1040. <https://doi.org/10.1080/00472778.2022.2084099>, Impact Factor = 6.2.
- 2022 Lee, S.H., Phan, P.H., & Desai, S.V. “A Controlled Cohort-based Evaluation of a Residency Selection Procedure to Optimize Fit with Program Values and Objectives”, BMC Medical Education, 22:754. <https://doi.org/10.1186/s12909-022-03801-0>, Impact Factor = 3.6.
- 2022 Lee, S.H., Dai, T.L., Phan, P.H., Moran, N., & Stonemetz, J. “The Association between Timing of Elective Surgery Scheduling and Operating Theater Utilization: A Cross-sectional Retrospective Study”. Anesthesia & Analgesia, 134(3), 455-462, Impact Factor = 5.9.
- 2021 Lee, S.H., Brown, S., & Bennett, A. “The Influence of Insurance on Social Determinants of Health Outcomes Among Diabetes Mellitus Patients in Maryland”, BMC Health Services Research, 21:495. <https://doi.org/10.1186/s12913-021-06534-w>, Impact Factor = 2.8.

- 2021 Lee, S.H. “An Attention-based View of Strategic Human Resource Management”. Academy of Management Perspectives, 35(2), 237-247, Impact Factor = 8.9.
- 2021 Lee, S.H., Khanuja, H.S., Blanding, R.J., Sedgwick, J., Pressimone, K., Ficke, J.R. & Jones, L.C. “Sustaining Teamwork Behaviors Through Reinforcement of TeamSTEPPS Principles”. Journal of Patient Safety, 17(7): e582-e586. <https://doi:10.1097/PTS.0000000000000414>, Impact Factor = 2.2.
- 2020 Lee, S.H., Patel, P.C., & Phan, P.H. “Are the Self-Employed More Stressed? New Evidence on an Old Question”. Journal of Small Business Management, 61(2), 513-539. <https://doi.org/10.1080/00472778.2020.1796467>, Impact Factor = 6.2.
- 2020 Lee, S.H., Terndrup, C., Phan, P.H., Zaeh, S.E., Atsina, K., Minkove, N., & Desai, S.V. “The Impact of Environmental Context on Intern Sign-Out Quality”. Journal of Patient Safety, 16(4), 304-306, Impact Factor = 2.2.
- 2020 Sun, X., Lee, S.H., & Phan, P.H. “Family Firm R&D Investments in the 2007-2009 Great Recession”. Journal of Family Business Strategy, 10(4), Impact Factor = 7.2. <https://DOI:10.1016/j.jfbs.2018.02.004>
- 2020 Lee, S.H., Lee, T.W., & Phan, P.H. “Prosocial Advocacy Voice in Healthcare: Implications for Human Resource Management”. Research in Personnel and Human Resource Management, Vol 38, 181-221 (monograph), Emerald Publishing Ltd.
- 2020 Sim, M.A., Lee, S.H., Phan, H.C., & Lateef, A. “Quality Improvement at an Acute Medical Unit in an Asian Academic Centre: A Mixed Methods Study of Nursing Work Dynamics”. Nursing Outlook, 68(2), 169-183, Impact Factor = 4.3.
- 2019 Munshaw, S., Lee, S.H., Phan, P.H. & Marr, K. “The Influence of Human Capital and Perceived University Support on Patent Applications of Biomedical Investigators”. Journal of Technology Transfer, 44(4), 1216-1235, Impact Factor = 4.8.
- 2018 Lee, S.Y., Lee, S.H., Tan, J.H.H., Foo, H.S.L., Phan, P.H., Kow, A.W.C., Lwin, S., Seah, P.M.Y., & Mordiffi, S.Z. “Factors Associated with Prolonged Length of Stay for Elective Hepatobiliary and Neurosurgery Patients: A Retrospective Medical Record Review”. BMC Health Services Research, 18:5: doi10.1186/s12913-017-2817-8. Impact Factor = 2.8.
- 2017 Lateef, A., Lee, S.H., Fisher, D.A., Goh, W.P., Segara, U.C., Sim, T.B., Mahadehvan, M., Goh, K.T., Cheah, N., Lim A.Y.T., Phan, P.H., & Merchant, R.A. “Impact of Inpatient Care in Emergency Department on Outcomes: A quasi-experimental cohort study”. BMC Health Services Research, 17:555: doi10.1186/s12913-017-2491-x. Impact Factor = 2.8.

- 2017 Lee, S.H., Fisher, D.A., Mah, H., Goh, W.P. & Phan, P.H. “A Qualitative Study of Sign-out Processes between Primary and On-Call Residents”. International Journal for Quality in Health Care, 29(5), 646-653, Impact Factor = 2.6.
- 2017 Lee, S.H., Terndrup, C., Phan, P.H., Zaeh, S.E., Atsina, K., Minkove, N., Kwong, D., Montague, I., Billioux, A., Clark, B., Hughes, A., Chatterjee, S. & Desai, S.V. “A Randomized Cohort Controlled Trial to Compare Intern Sign-Out Training Interventions”. Journal of Hospital Medicine, 12(12), 979-983, Impact Factor = 3.4.
- 2017 Lee, S.H., Desai, S.V. & Phan, P.H. “The Impact of Duty Cycle Workflow on Sign-out Practices: A Qualitative Study of an Internal Medicine Residency Program in Maryland, United States of America”. BMJ Open, 7:e015762. doi:10.1136/bmjopen-2016-015762. Impact Factor = 2.9.
- 2016 Lee, S.H., Bao, S.<sup>1</sup> & White, G.O. III. “The Influence of Business Ties and National Culture on Foreign Subsidiary Capability Building in an Emerging Market”. Journal of Asia-Pacific Business, 17(4), 318-341.
- 2016 Lee, S.H., Phan, P.H., Dorman, T., Weaver, S.J., & Pronovost, P.J. “Handoffs, safety culture, and practices: Evidence from the Hospital Survey on Patient Safety Culture”. BMC Health Services Research, 16:254: doi 10.1186/s12913-016-1502-7. Impact Factor = 2.8.
- 2016 Lee, S.H., Phan, P.H., & Ding, H.B. “A Theory of Family Employee Involvement during Resource Paucity”. Journal of Family Business Strategy, 7(3), 160-166, Impact Factor = 7.2.
- 2016 Subramanian, A.M., Choi, Y.R., Lee, S.H. & Hang, C.C. “Linking Technological and Educational Diversities to Innovation Performance”. Journal of Technology Transfer, 41(2), 182-204, Impact Factor = 4.8.
- 2015 Lee, S.H., Phan, P.H., Dorman, T., Pronovost, P.J. & Weaver, S.J. “The Impact of Handoffs on Patient Safety: Evidence from HSOPS”. Academy of Management Best Papers Proceedings.
- 2014 Lee, S.H., Lee, A., Lim, S.N., Koh, M.J., Tan, B., Phan, P.H., Merchant, R.A., Lateef, A., & Fisher, D.A. “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.
- 2014 Lee, S.H., Goh, W.P., Fisher, D.A., & Phan, P.H. “Factors that Promote the Perceived Usefulness and Clinical Outcomes of Signouts”, International Journal of Technical Research and Applications, 2(Special Issue 5), 72-76.

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<sup>1</sup> Ph.D. Student

- 2011 Zhao, Y., Li, Y. & Lee, S.H., & Chen, L.B. "Entrepreneurial Orientation, Organizational Learning, and Performance: Evidence from China", Entrepreneurship Theory & Practice, 35(2), 293-317, Impact Factor = 10.5, *Financial Times Top 50 Journal*.
- 2010 Li, Y., Lee, S.H., Li, X., & Liu, Y. "Knowledge Codification, Exploitation, and Innovation: Moderating Influence from Organizational Controls in Chinese Firms", Management & Organization Review, 6(2), 219-241, Impact Factor = 2.9.
- 2008 Lee, S.H., Phan, P.H. & Yoshikawa, T. "The Role of the Board and its Interaction with the Successor's Human Capital in the Asian Family Enterprise", Multinational Business Review, 16(2), 65-88, Impact Factor = 2.7.
- 2008 Lee, S.H., Singhapakdi, A., & Too, L.L. "Advantages of Flexible over Traditional Benefits: A Procedural Justice Explanation", Applied Research in Quality of Life, 3, 107-125, Impact Factor = 3.4.
- 2008 Lee, S.H., Lee, T.W. & Lum, C.F. "The Effects of Employee Services on Organizational Commitment and Intentions to Quit", Personnel Review, 37(2), 222-237, Impact Factor = 3.9.
- 2006 Lee, S.H. & Phan, P.H. "The Effects of Tie Strength and Tie Diversity on Job Search, Pay Increases, and Promotions in Singapore and Thailand", Journal of Social & Personal Relationships, 23(5), 820-839, Impact Factor = 2.8.
- 2005 Lee, S.H., Phan, P.H. & Chan, E. "The Impact of HR Configuration on Firm Performance in Singapore: A Resource-based Explanation", International Journal of Human Resource Management, 16(9), 1740-1758, Impact Factor = 5.6.
- 2005 Lee, S.H., Wong, P.K., & Chong, C.L. "Human and Social Capital Explanations for R&D Outcomes", IEEE Transactions on Engineering Management, 52(1), 59-68, Impact Factor = 5.8.
- 2004 Lee, S.H. & Wong, P.K. "An Exploratory Study of Technopreneurial Intentions: A Career Anchor Perspective", Journal of Business Venturing, 19(1), 7-28, Impact Factor = 8.7, *Financial Times Top 50 Journal*.
- 2003 Lee, S.H., Phan, P.H. & Tan, G.Y.W. "Impact of the Asian Economic Crisis on Training Intentions and Outcomes", Human Resource Management Review, 13(3), 467-486, Impact Factor = 2.32.
- 2003 Phan, P.H., Lee, S.H. & Lau, S.C. "The Performance Impact of Interlocking Directorates: The Case of Singapore", Journal of Managerial Issues, 15(3), 338-352.

- 2001 Butler, J.E., Phan, P.H., Saxberg, B.O. & Lee, S.H. "Entrepreneurial Succession, Firm Growth and Performance", Journal of Enterprising Culture, 9(4), 407-436.
- 2001 Lee, S.H. & Lim, V.K.G. "Attitudes Towards Money and Work: Implications for Asian Management Style Following the Economic Crisis", Journal of Managerial Psychology, 16(2), 159-172, Impact Factor = 4.043.
- 2000 Ong, C.H. & Lee, S.H. "Board Functions and Firm Performance: A Review and Directions for Future Research", Journal of Comparative International Management, 3(1), 3-24.
- 2000 Lee, S.H. & Chew, I.K.H. "The Impact of Social Networks on Pay Increase, Promotions and Layoffs in Singapore", Labour and Management in Development Journal, 1(9), 2-15.
- 2000 Lee, S.H. "Creating Organizational Flexibility by Reengineering HR Activities: Implications for Economic Uncertainties", Global Focus, 12(3), 89-97.
- 2000 Lee, S.H. & Phan, P.H. "Competencies of Directors in Global Firms: Requirements for Recruitment and Evaluation", Corporate Governance: An International Review, 8(3), 204-214, Impact Factor = 5.3.
- 2000 Lee, S.H. & Heard, A. "A Managerial Perspective of the Objectives of HRM Practices in Singapore: An Exploratory Study", Singapore Management Review, 22(1), 65-82.
- 1999 Lee, S.H. "Taxonomy of HRM Policies of Knowledge-Based Firms: A Resource-Based Explanation", International Journal of Innovation Management, 3(4), 379-395.
- 1999 Phan, P.H., Butler, J.E., Lee, S.H. & Saxberg, B.O. "A Multinational Examination of the Impact of Succession Planning on SME Performance", Academy of Management Proceedings.
- 1997 Lee, T.W., Locke, E.A. & Phan, S.H. "Explaining the Assigned Goal-incentive Interaction: The Role of Self-Efficacy and Personal Goals", Journal of Management, 23(4), 541-559, Impact Factor = 13.5, *Financial Times Top 50 Journal*.
- 1996 Phan, P.H., Butler, J.E. & Lee, S.H. "Crossing-Mother: Entrepreneur-Franchisees' Attempts to Reduce Franchiser Influence," Journal of Business Venturing, Special Issue on Franchising, 11(5), 379-402, Impact Factor = 8.7, *Financial Times Top 50 Journal*.
- 1995 Phan, P.H. & Lee, S.H. "Human Capital or Social Networks: What Constrains CEO Dismissals?", Academy of Management Proceedings, 37-41.



- 1994 Phan, P.H., Butler, J.E. & Lee, S.H. "Learning: Key to Leveraging the Value of a Franchise", ENDEC Journal of Enterprising Culture, 1(3), 367-382.
- 1988 Koh, F. & Lee, S.H. "Risks and Returns of Acquiring and Acquired Firms in Singapore: An Empirical Analysis", Asia Pacific Journal of Management, 5(3), 157-168, Impact Factor = 5.4.

### BOOKS

- 2002 Ivancevich, J.M. & Lee, S.H. "Human Resource Management in Asia ", McGraw-Hill.
- 2002 Ivancevich, J.M. & Lee, S.H. "Human Resource Management in Asia: Instructor's Manual ", McGraw-Hill.
- 2001 Ang, S.H., Lee, S.H., Lim, G.H., Singh, K. & Tan, K.Y. "Surviving the New Millennium: Lessons from the Asian Crisis" (Korean Language Edition), McGraw-Hill.
- 2000 Ang, S.H., Lee, S.H., Lim, G.H., Singh, K. & Tan, K.Y. "Surviving the New Millennium: Lessons from the Asian Crisis", McGraw-Hill.

### CHAPTERS IN BOOKS

- 2020 Lee, S.H., Dai, T., & Phan, P.H. "Health Organization Design: Information Exchange and Accountability", Wiley Statistics Reference Online.  
<https://onlinelibrary.wiley.com/doi/abs/10.1002/9781118445112.stat08229>
- 2014 Lee, S.H. "A Social Exchange Theory of Non-governmental Organizations as Social Entrepreneurs in Rural Entrepreneurship". Theory and Empirical Research in Social Entrepreneurship, Phan, P.H., Kickul, J., Bacq, S., & Nordqvist, M. (eds), pp. 73-111. Cheltenham, UK: Edward Elgar Publications.
- 2008 Lee, S.H. "A Theoretical Framework on the Role of HRM Practices in Family Business Succession", in Phan, P.H. & Butler, J.E. (eds.), Theoretical Development & Research in Family Business, Greenwich, CT: Information Age Publishing.
- 2008 Lee, S.H., Butler, J.E. & Saxberg, B.O. "Exit Preferences of Family Businesses", in Phan, P.H. & Butler, J.E. (eds.), Theoretical Development & Research in Family Business, Greenwich, CT: Information Age Publishing.

- 2008 Ding, H.B. & Lee, S.H. "Make or Buy? The Invisible Hand Behind the Hiring Decisions of Family Firms", in Phan, P.H. & Butler, J.E. (eds.), Theoretical Development & Research in Family Business, Greenwich, CT: Information Age Publishing.
- 2006 Phan, P.H., Butler, J.E. & Lee, S.H. "Corporate Governance and Management Succession in Family Businesses", in Demougin, D. and Shade, C. (eds.), An Economic Perspective on Entrepreneurial Decision Making, Berlin: Duncker & Humblot GmbH.
- 1990 Chong, L.C. & Lee, S.H. "Ecology and Pollution Control in Singapore", in Chong L.C., Tan C.H., Wong, K.C. and Yeoh, C. (eds.), Business, Society, and Development in Singapore, Singapore: Times Academic Press.
- 1990 Chong, L.C. & Lee, S.H. "Land, Water and Energy Issues in Singapore", in Chong L.C., Tan C.H., Wong, K.C. and Yeoh, C. (eds.), Business, Society, and Development in Singapore, Singapore: Times Academic Press.

#### NON-PEER REVIEWED PUBLICATIONS

- 2017 Phan, P., Wright, M., & Lee, S.H. "Of Robots, Artificial Intelligence, and Work", Academy of Management Perspectives, 31, 4, 253-255, Impact Factor = 8.9.
- 2008 Lee, S.H. & Phan, P. "Initial Thoughts on a Model of Rural Entrepreneurship in Developing Countries", World Entrepreneurship Forum, 14-15.
- 2006 Lee, S.H. "Effects of Flexible Benefits on Employee Attitudes Explained", Asia Staff, October, 3(8), 19-22.
- 2002 Chia-Foo, D. & Lee, S.H. "Benchmarking: The Competitive Edge", Human Resource Management Singapore, July, 36-39.
- 2002 Lee, S.H. & Chia-Foo, D. "Asian Research Links Successful Organizations to Good Performance Management Systems", People Strategist, 8, 14-20.
- 2001 Lee, S.H. & Heard, A. "The Best and the Brightest: Asian Firm's Responses to Retention Survey", People Strategist, 6, 16-24.
- 2001 Lee, S.H. & Heard, A. "Chapter 7: Reward Strategies", HR Strategies Asia, 2<sup>nd</sup> Edition, Singapore: CCH Asia Pte. Ltd.
- 2001 Lee, S.H. & Heard, A. "Do It! Succession Planning", People Strategist, 3, 14-17.
- 2000 Lee, S.H. & Heard, A. "Chapter 1: HR in the New Economy", HR Strategies Asia, Singapore: CCH Asia Pte. Ltd.

- 2000 Lee, S.H. & Heard, A. “Assessing the Health of Your Firm’s Succession Plan”, People Strategist, 2, 4-6.
- 1999 Lee, S.H. & Heard, A. “The HRM Audit: An Assessment Tool to Evaluate the Impact of HRM Practices on Employee Turnover”, Human Resources, 2(5), 1-2.
- 1999 Lee, S.H. & Heard, A. “Health Check on HR Practices in Singapore”, Human Resources, 2(1), 23.
- 1998 Lee, S.H. & Heard, A. “The Human Resource Audit: The Roadmap to Improved Performance”, Human Resources, 3(11), 22-23.
- 1998 Lee, S.H. & Heard, A. “The Human Resource Audit: The Roadmap to Improved Performance”, Human Resources, 3(11), 28-29 (in Mandarin).
- 1998 Lee, S.H. “Human Resource Management for Southeast Asia and Hong Kong”, Research and Practice in Human Resource Management, 6(1), 109-111.
- 1998 Lee, S.H. “Managing the Transition to Automation”, Singapore Management Review, 20(2), 67-70.

#### **GRANTS APPLIED FOR**

- 2021 Expert, Grant Application for SG200,000 (Comparisons between Dyadic and Group Mentoring on Mentee and Mentor Experiences: An Exploratory Prospective Mixed Methods Quasi-Experimental Cohort Control Study), The Workforce Development Applied Research Fund, SkillsFuture Singapore.
- 2021 Co-Investigator, Centre Grant Application for SG\$3m (Centre for Data-Drive Value-Based Healthcare Outcomes Research), National Medical Research Council of Singapore.
- 2021 Sole Investigator, Grant Application for \$30,000 (A Randomized Cohort Comparison between Dyadic and Group Mentoring on Mentees’ Well-being and Resilience), Old Dominion University.
- 2020 Co-Investigator, Discovery Grant Application for \$100,000 (Development and Validation of an Artificial Intelligence-informed, Shared Decision-making Tool to Improve Quality of Life for Patients Receiving Radiotherapy), Johns Hopkins University.

- 2019 Co-Investigator, Grant Application for \$250,000 (Improving Diagnosis & Treatment of Preventable Harms in the ICU: Integration of Medical Infusion & Analysis in the Critically Ill to Improve Safety & Efficiency (R18), US Department of Health & Human Services, Agency for Health & Research Quality).
- 2018 Co-Investigator, Grant Application for \$625,000 with 4-year Option for \$625,000 per year (Patient Safety Learning Laboratories: Pursuing Safety in Diagnosis and Treatment at the Intersection of Design, Systems Engineering, and Health Services Research (R18), US Department of Health & Human Services.
- 2017 Co-Investigator, Grant Application for SG\$4m with 3-year renewal option (Healthy Aging Innovation Grant: National Innovation Challenge (NIC) on Active and Confident Aging, Ministry of Health, Singapore).
- 2016 Co-Investigator, Grant Application for \$1.5m with 12-month option for another \$1.5m (TeamSTEPPS Task Order 16-233-SOL-0044, US Department of Health & Human Services)
- Co-Investigator, Grant Application for SG\$3.8m with 3-year renewal option (Grant Call on Cognition: National Innovation Challenge (NIC) on Active and Confident Aging, Ministry of Health, Singapore)
- Co-Investigator, Grant Application for SG\$250K Singapore Millennium Foundation Grant on Inter-Unit Handovers in High Risk Settings: An RCT of Risk Management and Role Protocols in the ICU

## **RESEARCH PAPERS PRESENTED AT PROFESSIONAL MEETINGS**

- 2022 Lee, S.H. “Artificial Intelligence in Healthcare Jobs: The Role of HR Policies and Job Recrafting”. 32nd Annual POMS Conference, online, 21-25 April.
- 2021 Lee, S.H., Wee, C., Tan, C.K., Phan, P., Kowitlawakul, Y., & Mukhopadhyay, A. “A Process View of Preparedness for ICU Patient Transitions of Care”. 50<sup>th</sup> Virtual Critical Care Congress of the Society of Critical Care Medicine, online, 31 January – 12 February.
- 2020 Lee, S.H. & Brown, S. “Social Determinants of Health Disparities: Moderating Influence of Insurance on Diabetes Mellitus Patients in Maryland”. American Public Health Association Annual Meeting & Expo, online, 24-28 October.
- 2019 Lee, S.H., Dai, T., Phan, P., Moran, N., & Stonemetz, J. “Can Last-Minute Surgical Reservations Hurt Patient Outcomes?” INFORMS Annual Conference, Seattle, WA, 22 October.

- 2019 Chen, L.W., Islam, H.A.,<sup>2</sup> & Lee, S.H. “Patenting Strategies of Early-stage Ventures and the Moderating Influences of Institutional Contexts”. 2019 Southern Academy of Management Conference, Norfolk, VA, 8-12 October.
- 2019 Lee, S.H., Dai, T., Phan, P., Moran, N., & Stonemetz, J. “Squeeze In: Challenging the Newsvendor Model in Operating Room Management”. INFORMS Healthcare Conference, Cambridge, MA, 27-29 July.
- 2019 Lee, S.H., Dai, T., Phan, P., Moran, N., & Stonemetz, J. “Squeeze In: Can Last-Minute OR Reservations Hurt Patient Outcomes?” 2019 MSOM International Conference, Singapore, 30 June – 2 July.
- 2019 Lee, S.H., Dai, T., Phan, P. “Organizational and Behavioral Factors Underlying Deviations from Surgical Schedules”. 30<sup>th</sup> Annual POMS Conference, Washington, DC, 2-6 May.
- 2019 Lee, S.H., Dai, T., Phan, P., & Stonemetz, J. “Operating Room Scheduling Deviation”. DC-Area Management Research Consortium, Washington, DC, 12 April.
- 2019 Lee, S.H., Dwyer, C., Carolan, H., Demko, Z., Aron, R., Phan, P., Ravitz, A., Pronovost, P., & Sapirstein, A. “Person, Organization, and Therapeutic Causes of ICU Adverse Outcomes”. Johns Hopkins Medicine 10<sup>th</sup> Patient Safety Summit, Baltimore, MD, 8 March.
- 2019 Lee, S.H., Phan, P.H., & Desai, S.V. “Milestone Performance Comparisons between Residents Selected from an Intervention using Behaviorally Anchored Rating Scales to a Control”. Accreditation Council for Graduate Medical Education Annual Educational Conference, Orlando, FL, 7-10 March.
- 2019 Lee, S.H., Dwyer, C., Carolan, H., Demko, Z., Aron, R., Phan, P., Ravitz, A., Pronovost, P., & Sapirstein, A. “The Impact of Patient, Ward, and Best Practice Therapies on Adverse Outcomes in the ICU”. 48<sup>th</sup> Critical Care Congress of the Society of Critical Care Medicine, San Diego, CA, 17-20 February.
- 2018 Lee, S.H., Dwyer, C., Carolan, H., Demko, Z., Aron, R., Phan, P., Ravitz, A., Pronovost, P., & Sapirstein, A. “Patient, Environment, and Therapeutic Causes of Adverse Outcomes in the ICU”. 19<sup>th</sup> Annual Anesthesiology & Critical Care Medicine Research Day, Johns Hopkins Medicine, MD, 10 December.
- 2018 Lee, S.H., Dai, T., Phan, P.H., Moran, N., Mathuranayagam, V.,<sup>3</sup> & Stonemetz, J. “An Exploratory Study of Factors Influencing Surgery Scheduled Length, Deviations from Scheduled Length, and their Impact on Length of Stay”. American College of Surgeons Clinical Congress, Boston, MA, 21-25 October.

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<sup>2</sup> Ph.D. Student

<sup>3</sup> M.Sc. Student

- 2018 Lee, S.H. “Improving Coordination in Ad hoc Multidisciplinary Hospital Teams”. Showcase Symposium for the All-Academy Theme, 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL, 10-14 August.
- 2018 Lee, S.H., Phan, P.H., Fessler, H.E., Wiener, C. & Desai, S.V. “Using Behaviorally Anchored Rating Scales to Evaluate Residency Applicants”. Accreditation Council for Graduate Medical Education Annual Educational Conference, Orlando, FL, 1-4 March.
- 2018 Liu, K., Arthurs, J.D., Lee, G., & Lee, S.H. “The Entrepreneurial Cycle and Appropriating Value from First Movement”. Paper presented at the Academy of Management Review Workshop, UC Berkeley, CA, 10 February.
- 2017 Phan, P.H. & Lee, S.H. “Predicting Safe Handoffs, Using Data Mining to Determine the Factors that Predict Safer Handoff Behaviors in Inpatient Settings”. INFORMS Annual Conference, Houston, TX, 22-25 October.
- 2017 Lee, S.H. & Phan, P.H. “The Role of Employee Prosocial Voice in Patient-Centered Healthcare Management”. 77th Annual Meeting of the Academy of Management, Atlanta, GA, 4-8 August.
- 2017 Sun, X., Lee, S.H. & Phan, P.H. “Family Firm Investments During the 2007-2009 Financial Crisis”. Global Family Business Conference. Boston, MA, 3 May.
- 2017 Goh, D.G.K.,<sup>3</sup> Lee, S.H., Phan, P.H., & Tambyah, P.A. “The Impact of Age on 30-Day Unscheduled Readmissions for Diabetes Mellitus Patients”. Society for General Internal Medicine Annual Meeting, Washington, DC., April 19-22.
- 2017 Lee, S.H., Dorman, T., Pronovost, P.J. & Phan, P.H. “ICU, ED, OR, MED Doctors’ Perceptions of Teamwork and Patient Transfers: Evidence from HSOPS”. 46th Critical Care Congress of the Society of Critical Care Medicine, Honolulu, HI, 21-25 January.
- 2016 Lee, S.H., Richter, J. & Phan, P.H. “The Relative Impact of Unit Based Teams on Perceptions of Patient Safety: Evidence from HSOPS”. AcademyHealth Annual Research Meeting, Boston, MA, 26-28 June.
- 2016 Lee, S.H., Terndrup, C., Phan, P.H., Zaeh, S.E., Atsina, K., Minkove, N., Kwong, D., Montague, I., Billioux, A., Clark, B., Hughes, A., Chatterjee, S. & Desai, S.V. “Pre-Post RCT of Four Training Interventions to Improve Sign-out Quality for Interns”. Annual Meeting of the Society of General Internal Medicine, Hollywood, FL, 11-14 May.

- 2015 Lee, S.H., Khanuja, H.S., Sedgwick, J., Pressimone, K., Blanding, R.J., Ficke, J.R. & Jones, L.C. “Sustaining a Teamwork Culture in an Orthopedic Surgical Unit through TeamSTEPPS®”. Summer Scientific Meeting of The HIP Society, Sonoma, CA, 15-17 October.
- 2015 Lee, S.H., Terndrup, C., Phan, P.H., Zaeh, S.E., Atsina, K., Minkove, N., Kwong, D., Montague, I., Billioux, A., Clark, B., Hughes, A., Chatterjee, S. & Desai, S.V. “Impact of the Ward Environment on Sign-out Quality”. Alliance for Academic Internal Medicine, Atlanta, GA, 8-10 October.
- 2015 Lee, S.H., Terndrup, C., Phan, P.H., Zaeh, S.E., Atsina, K., Minkove, N., Kwong, D., Montague, I., Billioux, A., Clark, B., Hughes, A., Chatterjee, S. & Desai, S.V. “A Pre-Post Randomized Controlled Cohort Trial on Intern Sign-out Quality”. 6th Annual Patient Safety Summit, Baltimore, MD, 2 October.
- 2015 Lee, S.H., Jones, L.C., Sedgwick, J., Pressimone, K., Blanding, R.J., Ficke, J.R. & Khanuja, H.S. “Improving Patient Safety and Teamwork Culture in an Orthopedic Surgical Unit through TeamSTEPPS® Training and Reinforcement Strategies”. 6th Annual Patient Safety Summit, Baltimore, MD, 2 October.
- 2015 Lee, S.H., Terndrup, C., Phan, P.H., Zaeh, S.E., Atsina, K., Minkove, N., Kwong, D., Montague, I., Billioux, A., Clark, B., Hughes, A., Chatterjee, S. & Desai, S.V. “Impact of the Ward Environment on Sign-out Quality”. 6th Annual Patient Safety Summit, Baltimore, MD, 2 October.
- 2015 Lee, S.H., Phan, P.H., Dorman, T., Pronovost, P.J. & Weaver, S.J. “The Impact of Handoffs on Patient Safety: Evidence from HSOPS”. 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, Canada, 7-11 August.
- 2015 Lee, S.H., Goh, W.P., Fisher, D.A., Mah, H. & Phan, P.H. “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, 22-25 April.
- 2015 Lateef, A., Merchant, R., He, J.J., Phan, P., Lee, S.H., Ong, M., Segara, U.C., Sim, T.B., Mahadevan, M., Goh, K.T. & Fisher, D.A. “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., 21-24 April.
- 2014 Lee, S.H. & Choi, Y.R. “Just Procedures and Social Relations to Cement Loose Coupling: The Case of Alliances”. Strategic Management Society Special Conference. Sydney, Australia, 6-8 December.

- 2014 Lee, S.H., Goh, W.P., Fisher, D.A., & Phan, P.H. “Factors that Promote the Perceived Usefulness and Clinical Outcomes of Signouts”, International Conference on Advances in Healthcare & Life Sciences, Singapore, 8-9 November.
- 2014 Lee, S.H., Lee, A., Lim, S.N., Koh, M.J., Tan, B., Merchant, R.A., Lateef, A., Phan, P.H., & Fisher, D.A. ‘Pilot Study on Nurse-led Rounds: Preliminary Data on Patient Contact Time’, International Conference on Advances in Healthcare & Life Sciences, Singapore, 8-9 November.
- 2014 Subramanian, A.M., Choi, Y.R., Lee, S.H. & Hang, C.C. “Interdependencies between Educational Level Diversity and Technological Diversity on Innovation Performance. Technology Transfer Conference. Baltimore, MD, 23-26 October.
- 2014 Lee, S.H., Phan, P.H. & Desai, S.V. “In Search of Standard Processes to Mitigate Vulnerabilities in Intern Sign-Out”. Alliance for Academic Internal Medicine, Washington, DC, 11-13 September.
- 2014 Lee, S.H., Phan, P.H., Pronovost, P.J., Dorman, T. & Weaver, S.J. “The Impact of Handoffs on Patient Safety: Evidence from HSOPS”. 5<sup>th</sup> Annual Patient Safety Summit, Baltimore, MD, 6 June.
- 2014 Lee, S.H., Phan, P.H. & Desai, S.V. “An Exploratory Study to Identify Areas of Vulnerability in Sign-outs for Interns”. 5<sup>th</sup> Annual Patient Safety Summit, Baltimore, MD, 6 June.
- 2013 Lee, S.H. & Bao, S.<sup>4</sup> “Building Dynamic Capabilities in Emerging Markets: The Roles of Networks and National Culture”. 73rd Annual Meeting of the Academy of Management, Lake Buena Vista, FL, August.
- 2010 Ding, H.B., Lee, S.H., & Phan, P.H. “A Social Identity Theory of the Family Enterprise”, Theories of Family Enterprise Conference, Edmonton, Alberta, Canada, May.
- 2009 Arthurs, J.D., Lee, S.H., Prats, M.J., & Townsend, D.M. “The Entrepreneurial Cycle and Appropriating Value from Innovation”, Carey-Darden Entrepreneurship Scholars Retreat, Baltimore, MD, May.
- 2008 Li, Y., Shi, H.B., & Lee, S.H. “Corporate Governance, Managerial Effectiveness, and Firm Performance: Evidence from China”, Research Symposium on Corporate Governance in China and India, Virginia Beach, VA, October.
- 2008 Lee, S.H. & Phan, P.H. “A Governance Perspective on Family Business Successions”, 2<sup>nd</sup> Haniel-Kreis Conference, Berlin, Germany, October.

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<sup>4</sup> Ph.D. student



- 2005 Lee, S.H., Yoshikawa, T., Phan, P.H. & Linton, J. “An Exploratory Study on the Antecedents, Processes and Outcomes of Family Business Succession”, Enterprise Development Growth & Expansion Conference, Singapore, July.
- 2005 Phan, P.H., Butler, J.E. & Lee, S.H. “Corporate Governance and Management Succession in Family Businesses”, First Haniel Foundation Entrepreneurship and Management Conference, Berlin, Germany, January.
- 2003 Phan, P.H., Lee, S.H. & Gao, F. “Identification of Strategic Groups Using the Resource-Based View of the Firm, Market Product Strategies and Managerial Mental Models”, Eastern Academy of Management 40<sup>th</sup> Annual Meeting, Baltimore, MD, May.
- 2002 Phan, P.H., Lee, S.H. & Chan, E. “The Impact of Human Resource Management on Firm Performance: A Resource-based Explanation” (by invitation), Conference of the Asia Pacific Journal of Management on Corporate Crisis & Turnaround in Asia, Bangkok, Thailand, December.
- 2002 Lee, S.H. & Tee, Y. “The Impact of Self-Appraisals on Supervisor’s Future Evaluations”, 3<sup>rd</sup> Asia Academy of Management Meetings, Bangkok, Thailand, December.
- 2002 Lee, S.H. & Schick, A. “The Impact of Tie Strength and Tie Diversity on Organizational Attachment and Attainment of Rewards”, 3<sup>rd</sup> Asia Academy of Management Meetings, Bangkok, Thailand, December.
- 2002 Phan, P.H., Lee, S.H. & Chan, E. “The Impact of Human Resource Management on Firm Performance: A Resource-based Explanation”, 3<sup>rd</sup> Asia Academy of Management Meetings, Bangkok, Thailand, December.
- 2001 Butler, J.E., Phan, P.H., Lee, S.H. & Saxberg, B.O. “Entrepreneurial Succession, Firm Growth and Performance: A Multi-Country Approach”, 21<sup>st</sup> Annual Babson College-Kauffman Foundation Entrepreneurship Research Conference, Jonkoping, Sweden, June.
- 2001 Lee, S.H. & Wong, P.K. “An Exploratory Study of Technopreneurial Intentions: A Career Anchor Perspective”, Conference on Technological Entrepreneurship in the Emerging Regions of the New Millennium, Singapore, June.
- 2000 Lee, S.H., Chong, C.L. & Wong, P.K. "Human Capital and Social Capital Explanations for Knowledge Development Outcomes", Academy of Management Meetings, Toronto, Ontario, August.
- 1999 Lee, S.H. & Phan, P.H. “Competencies of Directors in Global Firms: Requirements for Recruitment and Evaluation”, 2<sup>nd</sup> International Conference on Corporate Governance and Direction, Henley Management College, Henley, England, October.

- 1999 Phan, P.H., Butler, J.E., Lee, S.H. & Saxberg, B.O. "A Multinational Examination of the Impact of Succession Planning on SME Performance", Academy of Management Meetings, Chicago, IL.
- 1999 Lee, S.H. & Chew, I. "An Exploratory Analysis of the Impact of Social Networks on Pay Increase, Promotions and Layoffs", ASEAN Inter-University Seminar on Social Development, Pattani, Thailand, June.
- 1998 Phan, P.H., Butler, J.E., Saxberg, B.O. & Lee, S.H. "Entrepreneurial Management Succession, Firm Growth and Performance", 18th Annual Babson College-Kauffman Foundation Entrepreneurship Research Conference, De Vlerick School Voor Management, Gent, Belgium, April.
- 1995 Phan, P.H., Butler, J.E., & Lee, S.H. "Crossing-Mother: Entrepreneur-Franchisees' Attempts to Reduce Franchiser Influence", DuPree Center for Entrepreneurship Conference on Franchising, Georgia Institute of Technology, Atlanta, GA, February.
- 1995 Phan, P.H. & Lee, S.H. "Social Networks or Human Capital: What Constrains CEO Dismissals?", Academy of Management Meetings, Vancouver, BC, August.
- 1993 Phan, P.H. & Lee, S.H. "Beyond Agency Theory: Human Capital as the Critical Link in the Performance-CEO Dismissal Equation", Academy of Management Meetings, Atlanta, GA, August.
- 1993 Phan, P.H. & Lee, S.H. "Corporate Takeovers - The Successful Realization of Efficiency and Synergy Goals", Eastern Academy of Management Meetings, Providence, RI, May.
- 1992 Lee, T.W., Locke, E.A. & Phan, S.H. "Self-Efficacy and Personal Goals as Explanations for the Interaction of Assigned Goals and Incentives in Performance", Academy of Management Meetings, Las Vegas, NV, August.
- 1991 Butler, J.E., Phan, P.H. & Lee, S.H. "Organizational Learning: Missing Term in the Entrepreneurial Calculus?", ENDEC World Conference on Entrepreneurship and Innovation, Singapore, June.
- 1987 Koh, F. & Lee, S.H. "An Empirical Analysis of the Abnormal Dollar Returns of Acquiring and Target Firms in Singapore", Academy of International Business South-East Asia Regional Conference, Kuala Lumpur, Malaysia, August.

## RESEARCH MANUSCRIPTS UNDER REVIEW

- 2024 Eng, P.C., Lee, S.H., Tai, E.S., Phan, P.H., & Khoo, S.M. “Predictors of early postnatal dysglycaemia risk in women with high-risk gestational diabetes in a multiethnic Asian population”, Diabetes and Metabolism Journal (IF = 6.8).
- 2024 Lee, S.H., Athey, A., Cullen, B., Holingue, C., Kaufman, M.R., Nestadt, P., Samuels, J., Vannorsdall, T., & Phan, P.H. “A Representative National Survey on Drug Use during the COVID-19 Stay-At-Home Order in the United States”, BMJ Open (IF = 2.9).
- 2023 Lee, S.H., Athey, A., Cullen, B., Holingue, C., Kaufman, M.R., Nestadt, P., Samuels, J., Vannorsdall, T., & Phan, P.H. “The Association between Mental States and the Consumption of Alcohol and Prescription Painkiller and Sedative Pre-Post COVID-19 Federal Lockdown: A Representative Survey in the United States”, Journal of Mental Health (IF = 3.3).

## CURRENT RESEARCH PROJECTS

- 2024 Lee, S.H., O’Neil, P., Moran, N., Bratton, R.H., Phan, V., Phan, P.H. & Dalesio, N. “Factors Associated with Delays in Orthopedic and Otolaryngology Pediatric Surgeries: A Retrospective Medical Record Review”, Data Analysis Stage.
- 2024 Lee, S.H. “Crafting Healthcare Jobs in the Age of AI”, Literature Review Stage.
- 2024 Lee, S.H. “Coordination in and Identity of Ad hoc Multidisciplinary Hospital Teams: The Roles of Transactive Memory Systems and Communities of Practice”, Literature Review Stage.

## TEACHING PORTFOLIO

- 2016 – current Human Resource Management, BSBA online module, Old Dominion University
- 2024 International Human Resources Management, BSBA online module, Old Dominion University
- 2021 Health Care Organization & Management, MSc module, Carey Business School, Johns Hopkins University (Summer course)
- 2020 Managing Small and Family Businesses, BSBA module, Old Dominion University (Summer course cancelled due to Covid-19)
- 2004 – 2017 Compensation Management, BSBA module, Old Dominion University

- 2004 – 2015 Human Resource Management, BSBA module, Old Dominion University
- 2009 – 2012 Issues in Human Resource Management, MBA module, Old Dominion University
- 2004 Organization Development, MBA module, Morgan State University
- 2003 Seminar in Organizational Theory, Ph.D. module, Morgan State University
- 2002 Seminar in Organizational Behavior, Ph.D. module, Morgan State University
- 2002 – 2004 HR: Employment, B.Sc. module, Morgan State University
- 2001 – 2002 Designing & Staffing Organizations II, MBA module, Rensselaer Polytechnic Institute
- 2001 Managing High Performance Organizations I, BBA module, Rensselaer Polytechnic Institute
- 2000 – 2001 Designing & Staffing Organizations I, MBA module, Rensselaer Polytechnic Institute
- 2000 Managing Technical Professionals, MSc (Management of Technology) module, National University of Singapore
- 1998 Human Resource Planning, Staffing & Retention, MSc (HRM) module, National University of Singapore
- 1998 Personnel Management & Employee Relations, MBA module, National University of Singapore
- 1998 – 2000 The Management of Human Resources, BBA module, National University of Singapore
- 1995 HR Reengineering, Senior Executive Workshop in New York & San Francisco, Canadian Institute
- 1991 Staffing of Human Resources, BBA module, University of Washington
- 1988 – 1992 The Management of Organizational Behavior, BBA module, University of Washington

- 1987 – 1988 Human Resources Management, BSc module, National University of Singapore
- 1986 – 1988 Management and Organization, BBA module, National University of Singapore
- 1986 – 1988 Introduction to Behavioral Science, BBA module, National University of Singapore

### PROFESSIONAL SERVICE

- 2020 – current Associate Editor, Journal of Family Business Strategy (Impact Factor = 7.2)
- 2020 – current Editorial Board Member, Small Business Economics: An Entrepreneurship Journal (Impact Factor = 6.4)
- 2015 – current Editorial Board Member, Academy of Management Perspectives (Impact Factor = 8.9)
- 2005 – current Editorial Board Member, Journal of Business Venturing (*Financial Times Top 50 Journal*, Impact Factor = 8.7)
- 2018 – current Reviewer, Academy of Management Annual Meetings (Healthcare Management Division)
- 2024 Reviewer, Human Resource Management (*Financial Times Top 50 Journal*, Impact Factor = 6.6)
- 2023 Reviewer, Human Resource Management (*Financial Times Top 50 Journal*, Impact Factor = 6.6)  
Reviewer, Group and Organization Management (Impact Factor = 4.8)
- 2020 – 2023 Member, Research Committee, Healthcare Management Division, Academy of Management  
Professional Development Workshop Co-Organizer on “Hot Topics”, Academy of Management Annual Meetings (Healthcare Management Division)
- 2020 – 2022 Special Issue Co-Editor (with Gianiodis, P., Zhao, H., Foo, M.D., & Audretsch, D.B.), “Small Business Resilience: A Look from Different Levels of Analysis”, Journal of Small Business Management (Impact Factor = 6.2)

- 2018 – 2023 Reviewer, Academy of Management Annual Meetings (Human Resource Management Division)
- 2018 – 2021 Associate Editor, Journal of Management Development (Emerald Publishing)  
Symposium Co-Organizer, “The Future of SHRM Research”, Academy of Management Perspectives (Impact Factor = 8.9)
- 2010 – 2020 Editorial Board Member, Journal of Family Business Strategy (Impact Factor = 7.2)
- 2022 Reviewer, PLOS One (Impact Factor = 3.7)  
Reviewer, Applied Research in Quality of Life (Impact Factor = 3.4)
- 2021 Reviewer, Entrepreneurship Theory & Practice (*Financial Times Top 50 Journal*, Impact Factor = 10.5)  
Reviewer, PLOS One (Impact Factor = 3.7)  
Reviewer, Management & Organization Review (Impact Factor = 2.9)  
External Reviewer, Promotion to Associate Professor with Tenure, Department of Marketing, Entrepreneurship & Innovation, University of Massachusetts at Lowell
- 2020 Journal of Small Business Management (Impact Factor = 6.2)
- 2019 Reviewer, Asia Pacific Journal of Management (Impact Factor = 5.4)  
Professional Development Workshop Panelist, “Successful Academic Careers in Health Care Management: A Moderated Panel of Senior Scholars”, Academy of Management Annual Meetings (Healthcare Management Division)
- 2018 Symposium Presenter, “A Framework for Managing Team Processes in Healthcare Delivery”, Showcase Symposium for the All-Academy Theme, Academy of Management Annual Meetings  
Reviewer, Medical Care Research & Review (Impact Factor = 2.5)

- 2017 Reviewer, Asia Pacific Journal of Management (Impact Factor = 5.4)  
 Reviewer, Applied Research in Quality of Life (Impact Factor = 3.4)  
 Reviewer, Eastern Academy of Management Annual Meetings
- 2016 Reviewer, Journal of Asia-Pacific Business
- 2015 Reviewer, Journal of Asia-Pacific Business  
 Reviewer, Journal of Technology Transfer (Impact Factor = 4.8)  
 Reviewer, Canadian Journal of Administrative Sciences (Impact Factor = 0.163)
- 2014 Reviewer, Personnel Review (Impact Factor = 3.9)  
 Reviewer, Canadian Journal of Administrative Sciences (Impact Factor = 0.163)
- 2013 Certified TeamSTEPPS Master Trainer  
 Reviewer, Personnel Review (Impact Factor = 3.9)  
 Reviewer, Journal of Asia-Pacific Business
- 2012 Reviewer, Journal of Asia-Pacific Business
- 2011 Reviewer, Journal of Management Studies (*Financial Times Top 50 Journal*, Impact Factor = 10.5)  
 Reviewer, Organizational Research Methods (Impact Factor = 9.5)  
 Reviewer, Asia Pacific Journal of Management (Impact Factor = 5.4)  
 Reviewer, Journal of Asia-Pacific Business
- 2009 Reviewer, Corporate Governance: An International Review (Impact Factor = 5.3)  
 Reviewer, Personnel Review (Impact Factor = 3.9)  
 Reviewer, Asia Pacific Journal of Management (Impact Factor = 5.4)
- 2008 Reviewer, Corporate Governance: An International Review (Impact Factor = 5.3)  
 Reviewer, Organizational Research Methods (Impact Factor = 9.5)  
 Reviewer, Applied Research in Quality of Life (Impact Factor = 3.4)

- 2007 Reviewer, American Journal of Sociology (Impact Factor = 4.4)  
Reviewer, Multinational Business Review (Impact Factor = 2.7)
- 2004 Reviewer, Academy of Management Journal (*Financial Times Top 50 Journal*, Impact Factor = 10.5)
- 2003 Reviewer, Academy of Management Journal (*Financial Times Top 50 Journal*, Impact Factor = 10.5)  
Reviewer, Asia Pacific Journal of Management (Impact Factor = 5.4)  
Session Chair, Eastern Academy of Management Meetings
- 2002 Reviewer, Academy of Management Journal (*Financial Times Top 50 Journal*, Impact Factor = 10.5)  
Reviewer, Journal of Business Venturing (*Financial Times Top 50 Journal*, Impact Factor = 8.7)  
Reviewer, Asian Academy of Management Meetings  
Reviewer, Conference of the Asia Pacific Journal of Management On Corporate Crisis & Turnaround in Asia
- 2001 Reviewer, Academy of Management Journal (*Financial Times Top 50 Journal*, Impact Factor = 10.5)  
Reviewer, Journal of Business Venturing (*Financial Times Top 50 Journal*, Impact Factor = 8.7)  
Reviewer, Research and Practice in Human Resource Management  
Editorial Advisor, People Strategist
- 2000 Reviewer, Asia Academy of Management Meetings  
Editorial Advisor, People Strategist
- 1999 Reviewer, Research and Practice in Human Resource Management  
Reviewer, Singapore Management Review  
Reviewer, Asian Case Research Journal
- 1998 Reviewer, Asia Pacific Journal of Management (Impact Factor = 5.4)  
Reviewer, Singapore Management Review

### **SERVICE TO THE UNIVERSITY**

- 2024 – current Member, Launch Committee, Old Dominion University
- 2023 Discussant, 2023 Budget Summit on Efficiencies, Old Dominion University  
Commencement Marshall, Old Dominion University



2022 – 2023	Chair, Scholarly Activity & Research Committee (Committee D), Old Dominion University
2019 – 2023	Member, Faculty Senate, Old Dominion University
2019 – 2022	Member, Promotion & Tenure Policy Committee (Committee F), Old Dominion University Member, Scholarly Activity & Research Committee (Committee D), Old Dominion University Member, Graduate Appeals Committee, Old Dominion University
2019 – 2020	Member, Faculty Diversity Leadership Committee, Old Dominion University
2020	Panelist, “Diversations on Covid-19: The Impact on Women in Higher Ed.”, Office of Faculty Diversity and Retention, Old Dominion University
2017	Guest Speaker, Introduction to Health Services, Ph.D. Module, College of Health Sciences, Old Dominion University

### **SERVICE TO THE COLLEGE**

2024 – current	Coordinator, Launch Committee, Strome College of Business
2021 – current	Member, Research Award Subcommittee, Strome College of Business
2014 – 2017, 2024	Member, Graduate Curriculum Committee, Strome College of Business
2023	Member, Promotion & Tenure Committee, Strome College of Business Member, Standards & Procedures Committee, Strome College of Business
2022 – 2023	Member, MBA Teaching Award Committee Member, Promotion & Tenure Committee, Marketing Department
2019 – 2021	Faculty Mentor to Junior Faculty – Dr. Mobina Shafaati (Finance Department) Faculty Mentor to Junior Faculty – Dr. Hong Kim Duong (Accounting Department)

2018 – 2022	Member, Teaching Award Subcommittee, Strome College of Business
2018 – 2021	Secretary of the Faculty, Strome College of Business
2019 – 2021	Chair, Diversity Committee, Strome College of Business
2019	Presenter, “Squeezing-In Last Minute Operating Room Reservations: Implications on Staffing and Patients”, Dean’s Research Seminar, Strome College of Business
2017 – 2019	Member, Diversity Committee, Strome College of Business
2015	Presenter, “The Impact of Handoffs on Patient Safety Perceptions: Evidence from HSOPS”, Dean’s Research Seminar, Strome College of Business
2010 – 2013	Member, Standards & Procedures, Strome College of Business,
2005 – 2010	Member, Research, Library & Human Subject Committee, Strome College of Business
2007	Presenter, “Governance Perspective on Family Business Successions”, Dean’s Research Seminar, College of Business & Public Administration
2004 – 2005	Member, Recruitment and Retention for Academic Performance Committee, Strome College of Business
2004	Presenter, "The Relationship between the Provision of Employee Services and Employee Attitudes: An Organizational Identification Explanation", Dean’s Research Seminar, College of Business & Public Administration
2003 – 2004	Member, Ph.D. Committee, School of Business Management, Morgan State University
2002	Presenter, Faculty Research Seminar, School of Business Management, Morgan State University Member, Assessment Committee, School of Business Management, Morgan State University Advisor, Ph.D. Program in Management, School of Business Management, Morgan State University

## **SERVICE TO THE DEPARTMENT**

2010 – current	Member, Promotion & Tenure Committee, Management Department
2023	Chair, Promotion & Tenure Committee, Management Department
2018, 2021 - 2022	Chair, Research Performance Standards Committee, Management Department
2018	Chair, Faculty Recruitment Committee, Management Department
2015	Co-Chair, Faculty Recruitment Committee, Management Department
2005, 2011-2012, 2017, 2019 – 2020	Member, Faculty Recruitment Committee, Management Department
2002	Member, Course Content Committee, Department of Business Administration, Morgan State University

## **COMMUNITY ENGAGEMENT**

2022	Co-Organizer for Christian Dental & Medical Association Leadership Strategy & Planning Retreat, Johns Hopkins Medical Institutions.
2021	Speaker, Intervarsity Christian Fellowship.
2015	Co-Leader on Initiative to Improve “Recruitment of Physicians”, Johns Hopkins Medical Institutions, Johns Hopkins Carey Business School, and Kaiser Permanente Co-Participant on Initiative to Restructure “Compensation Model for the Department of Medicine”, Johns Hopkins Medical Institutions and Johns Hopkins Carey Business School
1998	Alumni Speaker, “Managing Human Resources in an Economic Downturn”, Organized by Faculty of Business Administration, National University of Singapore, Singapore.
1996	Keynote Speaker, “Increasing Sales Revenues for Small Businesses”, Organized by Looking for Financing Capital Inc., Toronto, Canada. Keynote Speaker, “Selling Skills for Entrepreneurs in Today's Economy”, Organized by Entrepreneurs' Network, Brampton, Canada

1995 Speaker & Facilitator, “HR Reengineering”, Senior Executive Workshop,  
New York & San Francisco, Canadian Institute.

### CONSULTING ACTIVITIES

2022 – 2023 Four Seasons International, Toronto, Canada

2005 – 2006 Fiscal Policy Institute, Thailand

2003, 2000 GMX Ltd., Singapore

2002 Sony Electronics Limited, Singapore

1998 – 2002 Buck Consultants Inc., Singapore

1999 Ministry of Manpower, Singapore

1998 Motorola Electronics Pte. Ltd., Singapore  
Hewlett-Packard Singapore (Pte.) Ltd., Singapore

1997 Principal Editor, *Compensation & Benefits Update*  
Carswell Thomson Professional Publishing, Toronto, Canada  
ZENECA Pharma Inc., Mississauga, Canada

1995 Ontario Ministry of Transportation and the Toronto Transit Commission,  
Downsview, Canada  
Barrick Gold Corp., Toronto, Canada  
Workshop Leader, the Canadian Institute, Toronto, Canada

1994 Ontario Ministry of Transportation, Downsview, Canada

1986 Keppel Shipyard Limited, Singapore  
Far East Levingston Shipbuilding Limited, Singapore  
Straits Steamship Shipping Company, Singapore