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Alonzo and Virginia Decker Professor
The Johns Hopkins University Carey Business School
Professor of Medicine (Joint)
Division of Geriatric Medicine and Gerontology, Department of Medicine, Johns
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EMPLOYMENT HISTORY

2026- current	Director of Strategy, The Johns Hopkins Medicine Armstrong Institute for Patient Safety and Quality, Johns Hopkins School of Medicine
2024- current	Professor (Joint), Division of Geriatric Medicine and Gerontology, Johns Hopkins Medicine
2023- current	Associate Faculty, Hopkins' Economics of Alzheimer's Disease & Services Center, Bloomberg School of Public Health, and Johns Hopkins Medicine
2022-current	Principal Investigator and Director, Johns Hopkins Innovation for Substance Use Disorder Program, Johns Hopkins Medicine, and Johns Hopkins Carey Business School
2021-current	Principal Investigator and 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	Member of Steering Committee, Johns Hopkins 21 st Century Cities Initiative, Johns Hopkins University
2016-2023	Professor (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
2012-current	Principal Faculty, The Johns Hopkins Medicine Armstrong Institute for Patient Safety and Quality, Johns Hopkins School of Medicine
2019-2023	Associate Program Director, Postdoctoral Clinical Research Training Program, Institute for Clinical and Translational Research, Johns Hopkins Medicine
2019-2020	Italian Ministry of Education STaRs Visiting Professor, University of Bergamo, Italy
2013-2023	Visiting Professor of Medicine, Department of Medicine, National University of Singapore Yong Loo Lin 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 Master's 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), Humboldt-Universität zu Berlin (Humboldt 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

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

16330 Google Scholar citations (H-index: 55)

Health Services and Healthcare

1. Zhang Z, Cudjoe TKM, Ashida S, Massare J, Chae K, Phan P, Abadir P, I Arbaje A, Unberath M, Schoenborn N. (2026). The Ways in Which Stakeholders Make Decisions About AI and Novel Technologies for the Health Care of Older Adults: Qualitative Interview Study. JMIR Aging 2026;9:e86148, doi:10.2196/86148
2. Munshaw, S., Dunn, K. E., Finan, P. H., Phan, P. H., & Tackett, S. (2026). Innovations for Substance Use Disorders (I4SUD): Entrepreneurship Education to Help Substance Use Disorder Scientists Translate Ideas Into Effective Solutions. Journal of Addiction Medicine. <https://doi.org/10.1097/ADM.0000000000001750>
3. Sharma V, Gertz A, Saint-Cyr N, Vasquez M, Wint K, Francois MJ, Martinez Tyson D, Marhefka S, Phan P, Thirumurthy H, Reina Ortiz M. (2026) Patient-Centered, Culturally Responsive Behavioral Economics Intervention to Optimize Retention in HIV Care. The American Journal of Tropical Medicine and Hygiene. Jul:tpmd250693. doi: 10.4269/ajtmh.25-0693.
4. Ding J, De Araujo D, Chua J, Lim Q, Phan P, Hsu KJ, Long V, Chandran NS, Choi E. (2026) A Picture is Worth a Thousand Words: Enhancing Patient Education Through Illustrations in the MindMySkin Psychodermatological App. Journal of the American Academy of Dermatology, 95AB20
5. Shan Cheung Ying, Du Ruochen, Tan Ken Wei, Valencia Long, Qasrina Lim, Nisha Suyien Chandran, Chris Tan, Jose M Valderas, Phillip Phan, Ellie Choi. (2026). Development and validation of the Topical Steroid and Moisturizer Adherence Scale, JAAD International, 25, 136-138
6. Lee Soo Hoon, Dalesio Nicholas M., Phan Phillip H. (2026). The circular supply chain: a strategic framework for hospital operations in the era of value-based care, International Journal for Quality in Health Care, 38: 3, July, mzag102, <https://doi.org/10.1093/intqhc/mzag102>

7. Chua, J. Y., Long, V., Yeo, P. M., Ding, J., Dua, J., Chandran, N. S., Lim, Q, See Tow, H. X., Sim, W., Chong, W. I., Suendermann, O., De Araujo, D. P., Valderas, J. M., Phan, P., Hsu, K. J., Choi E. (2026). Digital psychotherapeutic interventions to reduce dermatological symptom burden: Development and testing of MindMySkin. *JAAD International*, 24, 134–146. doi:10.1016/j.jdin.2025.09.017
8. Lee Soo-Hoon, McCarthy Siobhán E, Gupta Poonam, Phan Phillip. (2026). The costs of canceled surgeries. What to do about them?, *International Journal for Quality in Health Care*, 38: 2, April, mzag067, <https://doi.org/10.1093/intqhc/mzag067>
9. Phan Phillip, Rastall David Patric Werner. (2026). AI-in-the-loop to turbocharge learning health systems, *International Journal for Quality in Health Care*, 38:2, April, mzag064, <https://doi.org/10.1093/intqhc/mzag064>
10. Chae Kacey, Jacqueline Massare, Sato Ashida, Thomas KM Cudjoe, Peter Abadir, Alicia I Arbaje, Mathias Unberath, Phillip Phan, Nancy L Schoenborn. (2026). Stakeholders' Perceived Benefits and Concerns Regarding Artificial Intelligence in the Care of Older Adults, *Journal of the American Geriatrics Society*, 74 (2), 355-364
11. Wang, Y., G. Kvedaraviciene, P. Phan. (2026). Factors influencing drug diffusion: a practical guide to the use of medicare part D claims, *The Journal of Technology Transfer*, 1-13
12. P Eng, E Mullins, S Lee, P Phan, R Agha-Jaffar. (2025). Ethnic disparities, obesity and diabetes as predictors of mode of delivery in first births: insights from a tertiary centre in the United Kingdom, *Diabetologia*, 68, S516-S517
13. Gowda, N., Ranasinghe, P., Phan, P.H. (2025) Reorganizing the CDC for Effective Public Health Emergency Response. *Innovations: Technology, Governance, Globalization*; 14 (1-2): 118–121. doi: <https://doi.org/10.1162/INOV.a.277>
14. Abadir, M., Dineen, W., Myers, D., Yu, S., Phan, P (2025) Navigating the Future of Artificial Intelligence Technologies for Improving the Care of Older Adults. *Innovation in Aging*, 9(Supp 1), S24–S32, <https://doi.org/10.1093/geroni/igaf092>
15. Cudjoe, TKM., Feemster, K., Ashida, S., Abadir, P., Phan, P., Schoenborn, N (2025) Age-Friendly A.I.: Building Bridges Between Technology and Geriatric Care. *Innovation in Aging*, igaf093
16. Choi E, Long V, Phan P, Shen L, Lim ZV, Koh MJ, Chua JY, Dalakoti D, Ho CS, Chandran NS, Sevdalis N, Valderas JM, Hsu KJ (2025) Protocol for a double-blinded randomised controlled trial and process evaluation of a digital psychotherapeutic app in Singapore to improve symptom burden in patients with dermatological problems. *BMJ Open*;15:e098266. doi: 10.1136/bmjopen-2024-098266
17. Huang J, Chepkorir J, Gross AL, Phan P, Pavlovic NV, and Hladek MD (2025) Latent classes of resilience in a nationwide sample of US adults during the COVID-19 pandemic. *Front. Psychol.* 16:1462386. doi: 10.3389/fpsyg.2025.1462386
18. Shankar R, Tang N, Shafawati N, Phan P., Mukhopadhyay A., Chew E. (2025) Cost-effectiveness analysis of robotic exoskeleton versus conventional physiotherapy for stroke rehabilitation in Singapore from a health system perspective. *BMJ Open*;15:e095269. doi: 10.1136/bmjopen-2024-095269
19. Brochier, A., Wu, A.W., Phan, P.H., (2025) Key lessons in caring for caregivers: Acknowledging identity to strengthen second victim support, *International Journal for Quality in Health Care*, 37(3), <https://doi.org/10.1093/intqhc/mzaf093>
20. Choi E, Du RC, Chandran N, Long V, Phan P, Valderas J. (2025) Development and validation of the dermatology social comparison scale. *Adv Pat-Rep Outc.* 1(1): 100088, <https://doi.org/10.1016/j.apro.2025.100088>
21. Schoenborn, NL., Chae, K., Massare, J., Ashida, S., Abadir, P., Arbaje, AI., Unberath, M., Phan, P., Cudjoe, TKM. (2025) Perspectives on AI and Novel Technologies Among Older Adults, Clinicians, Payers, Investors, and Developers. *JAMA Network Open*. 8(4):e253316.
22. Iqbal U., Lachman P., Phan P. (2025). From compliance to excellence: How can ISO 13485 standards transform quality, safety, and innovation in medical devices? *International Journal for Quality in Health Care*, 37(2), <https://doi.org/10.1093/intqhc/mzaf032>

23. Lee, H., Cullen, B., Athey, A., Holingue, C., Kaufman, M. R., Nestadt, P., Samuels, J., Vannorsdall, T., Phan, P. (2025). Representative national survey on drug use during the COVID-19 stay-at-home order in the USA. *BMJ Open*, 15(3), e086141.
24. Eng PC, Lee SH, Der Teo AE, Lim DST, Tan LLY, Tan GK, Tai ES, Phan P, Khoo CM. (2025) Postnatal glycaemic outcomes in women with high-risk gestational diabetes: Identifying key predictors for early intervention. *Diabetes Obes Metab*. 27(2): 845-855. doi:10.1111/dom.16085
25. Ong, C. E., Yap, J. Y., Velu, K., Wu, C. X., Yap, A. U., Ng, K. X., Chu, M. Y., Dan, Y. Y., Choa, P. H., & Phan, P. H. (2025). Case management in emergency care: Impact evaluation of the CARED Program. *International Journal for Quality in Health Care*, 37(1).
<https://doi.org/10.1093/intqhc/mzaf003>
26. Phan, P. (2024). Addressing the continuing challenges of developing and implementing clinical practice guidelines. *International Journal for Quality in Health Care*, 36(4).
<https://doi.org/10.1093/intqhc/mzae110>
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28. Sim W, Tan Hwei Sian CM, Binte Iskandar Lim NQ, Loh V, Chua CWX, Er J, Er J, Phan P, Choi EC (2024) Why do pressure injuries still occur? A multi-centre qualitative study of nurses and caregivers, *JAAD International*, doi: <https://doi.org/10.1016/j.jdin.2024.05.006>.
29. Chong JHS, Chee JY, Goh ZZS, Lee HH, Chee TG, Tan EXX, Phan P, Yap A (2024) Perceptions and experiences of a multidomain preventive health programme: a qualitative study informing future community-based health interventions in Singapore, *BMC Public Health*, 24:2954, <https://doi.org/10.1186/s12889-024-20409-9>
30. Phan, P., Desai, S., Garcia Elorio, E., Greenfield, D., Hinchcliff, R., Iqbal, U., Staines, A., Sunol, R., & Sheikh, A. (2024). Embracing the use of artificial intelligence in scientific publishing. *International Journal for Quality in Health Care*, 36(3). <https://doi.org/10.1093/intqhc/mzae071>
31. Bunde, A, Lim, HW, Mukhopadhyay, A, Phan, P, Sumner, J (2024) Divergent views on prescription adherence: A qualitative comparison of perspectives from the patient, pharmacist, and physician triad, *European Journal of Internal Medicine*, 129: 146 – 148.
<https://doi.org/10.1016/j.ejim.2024.06.016>
32. Choi, Ellie, Ruochen Du, Yik Weng Yew, Valencia Long, Hazel H. Oon, Suyien Chandran, Phillip Phan, Yiong Huak Chan, and Jose M. Valderas (2024), Development and validation of the Dermatology Social Comparison (DSC) Scale. *International Journal of Dermatology*, 63: 1433-1438. <https://doi.org/10.1111/ijd.17146>
33. Abadir P, Oh E, Chellappa R, Choudhry N, Demiris G, Ganesan D, Karlawish J, Marlin B, Li RM, Dehak N, Arbaje A, Unberath M, Cudjoe T, Chute C, Moore JH, Phan P, Samus Q, Schoenborn NL, Battle A, Walston JD (2024) Artificial Intelligence and Technology Collaboratories: Innovating Aging Research and Alzheimer's Care. *Alzheimer's & Dementia* 1-6. <https://doi.org/10.1002/alz.13710>
34. Choi, Ellie, Kalyani Rajesh Patwardhan, Valencia Long, Yiong Huak Chan, Yik Weng Yew, Hazel H. Oon, Steven Thng, Chris Tan, Nisha Suyien Chandran, Phillip Phan (2024) Patient-physician concordance in age, sex, and race is not associated with increased trust, satisfaction, empathy, or physician's perception of a difficult patient in Singapore, *Journal of the American Academy of Dermatology* 90, 2, Pg 434-436 <https://doi.org/10.1016/j.jaad.2023.10.022>
35. Sumner, J., Anjali Bunde, Hui Wen Lim, Phillip Phan, Mehul Motani, Amartya Mukhopadhyay (2024) Developing an Artificial Intelligence-Driven Nudge Intervention to Improve Medication Adherence: A Human-Centred Design Approach. *Journal of Medical Systems* 48, 3, <https://doi.org/10.1007/s10916-023-02024-0>
36. Chepkorir, Joy, Melissa Hladek, Jing Huang, Noelle Pavlovic, Phillip Phan, Alden Gross (2023) Latent Classes of Resilience in a Nationwide Sample of American Adults during COVID-19 Pandemic: The Role of Age. *Innovation in Aging*, 21:7(Suppl 1) doi: 10.1093/geroni/igad104.2052.
37. Choi, Ellie, Valencia Long, Zhao Jin Chen, Yik Weng Yew, Steven Thng, Hazel Oon, Nisha Chandran, Chris Tan, Phillip Phan (2023) Psycho-cognitive Aspects of Disease Correlate

- Stronger with Quality-of-Life Impairment Compared to Objective Disease Severity, Journal of the American Academy of Dermatology, 89:3, Supp, AB79
38. Long, V, Chen Z, Du RC, Chan YH, Yik WY, Oon HH, Thng S, Qasrina NBIL, Tan C, Chandran NS, Valderas JM, Phan P, Choi E (2023) Understanding Discordant Perceptions of Disease Severity Between Physicians and Patients with Eczema and Psoriasis using Structured Equation Modeling. JAMA Dermatology. 159 (8), 811-819.
doi:10.1001/jamadermatol.2023.2008)
 39. Abadir, P.M., Chellappa, R., Choudhry, N. et al. (2023) The promise of AI and technology to improve quality of life and care for older adults. Nature Aging. Published online.
<https://doi.org/10.1038/s43587-023-00430-0>
 40. 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.
 41. 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
 42. 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
 43. 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
 44. Long, V, Lau XMN, Ng CXY, Phan PH, Choi CEE (2023) Discordance in perception of disease severity between patient and physicians. European Journal of Internal Medicine, 109:138-140
 45. 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
 46. 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
 47. 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
 48. 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
 49. 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
 50. 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
 51. 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
 52. 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
 53. 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
 54. 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

55. Choi, CE Ellie, Heng Li Wei, Tan, Sean YL, Phillip Phan, Nisha Suyien Chandran (2022) Factors Influencing Use and Perceptions of Tele dermatology - A Mixed Methods Study of 942 participants, Journal of the American Academy of Dermatology International, 6: 97-103
56. 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
57. 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
58. 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
59. 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
60. 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
61. 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.
62. 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
63. 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.
64. Lee, Bruce Y., Ferguson, Michelle C., Cox, Sarah N. and Phan, Phillip H (2021) Big Data and Systems Methods: The Next Frontier to Tackling the Global Obesity Epidemic. Obesity, 29(2): 263-264
65. 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
66. 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
67. Liu, Alvin T.K., Ferdinand K. Hui, Phillip H. Phan (2020) Clearing hurdles to large scale telemedicine adoption, Ophthalmology Times, 45(12): 1, 4
68. 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
69. 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
70. 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
71. 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
72. 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.

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75. 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
76. 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
77. 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
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4. Phan, Phillip, “National Pitch Competition (Chair)”, A2 Collective National Symposium on AI for Older Adults, Washington DC, March 20, 2026
5. Phan, Phillip, “Common Commercialization and Adoption Barriers”, A2 Collective National Symposium on AI for Older Adults, Washington DC, March 18, 2026
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7. Phan, Phillip, “Challenges and Opportunities for Research in AI and Health Care Quality”, ISQUA 41st International Conference on Health Care Quality, Sao Paulo, Brazil, Oct 12, 2025
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9. Diverse Key Partner Perspectives on Artificial Intelligence and Novel Technologies for Older Adults, American Geriatric Society 2025 Annual Meeting, May 24, 2025, New Orleans, LA
10. Chae, Kacey, Jacqueline Massare, Sato Ashida, Thomas KM Cudjoe, Peter Abadir, Alicia I Arbaje, Mathias Unberath, Phillip Phan, Nancy L Schoenborn, “Stakeholders’ perceived benefits and concerns regarding artificial intelligence in the care of older adults: a qualitative analysis”, Society for General Internal Medicine Annual Meeting, May 18, 2025, Hollywood, FL

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 82. 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)
 83. 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)
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 85. 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)
 86. 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)
 87. 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)
 88. 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)
 89. 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)
 90. 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)
 91. 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)
 92. 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)
 93. 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)
 94. 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)
 95. 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)

96. 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)
97. 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)
98. Lee, Soo Hoon and Phillip H. Phan, "Competencies of Directors in Global Firms: Requirements for Recruitment & Evaluation", 2nd Annual Global Conference on Corporate Governance, Henley Management College, Henley-on-Thames, United Kingdom, October, 1999 (full paper refereed)
99. 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)
100. 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)
101. Phan, Phillip H., Chong Chee Leong, Clement Wang, and Wong Poh Kam, "Antecedents to Entrepreneurship: Belief, Attitudes and Backgrounds", 19th Annual Babson College-Kauffman Foundation Entrepreneurship Research Conference, University of South Carolina, Columbia, South Carolinam, May 1999 (full paper refereed)
102. 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)
103. 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)
104. 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)
105. Butler, John E., Phan, Phillip H., Saxberg, Borje O., and Lee Soo Hoon, "Entrepreneurial Management Succession, Firm Growth and Performance", 18th Annual Babson College-Kauffman Foundation Entrepreneurship Research Conference, Gent, Belgium, April 1998 (full paper refereed)
106. Phan, Phillip H., and Peridis, Theodore, "Knowledge Creation in Strategic Alliances: A New Look at Organizational Learning", Knowledge Creation Management in Asia, sponsored by Asia-Pacific Journal of Management, National University of Singapore, and Sasakawa Peace Foundation, Singapore, February 1998 (full paper refereed)
107. 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)
108. 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)
109. 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)
110. 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)
111. Phan, Phillip H., and Peridis, Theodore, "Trust Creation in Industry Networks", Eastern Academy of Management International Conference, Singapore, June 1995 (full paper refereed)

112. 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)
113. 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)
114. 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)
115. 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)
116. 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)
117. 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)
118. 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)
119. 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)
120. 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)
121. 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
122. 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)
123. 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)
124. 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)
125. 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)
126. 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

1. Feb 16, 2025, *Associations between the COVID-19 Lockdown, Mental Health, and Consumption Disorders in Older Adults*, Division of Geriatric Medicine and Gerontology (Grand Rounds), JH Bayview, Baltimore, MD
2. April 10 2025, *Impact of COVID-19 Lockdowns on the U.S. General Population*, College of Business, North Dakota State University, Fargo, ND

3. April 11 2025, *Physician Autonomy and Free Speech in Medicine*, Human Progress and Flourishing Workshop (Keynote), Challey Institute for Global Innovation and Growth, North Dakota State University, Fargo, ND
4. May 27, 2025, *Open Innovation to Support Living Lab Communities*, Living Labs: Opening Innovation Ecosystems for Co-creation and Impact Conference (Keynote), Kaunas, Lithuania
5. June 4, 2025, *Research Opportunities in HealthCare Entrepreneurship*, 2025 Babson Healthcare and Life Sciences Entrepreneurship Research Summit (Keynote), Babson, MA
6. 2021, Drivers of interlocking directorates in family and non-family firms, BXBDR Distinguished Speaker Colloquium, Virginia Polytechnic Institute and State University, April
7. 2019, AI in Healthcare: From Bench of Bedside, Discussant, Johns Hopkins Research Symposium on Engineering in Healthcare, Johns Hopkins Medicine, November 25, Baltimore, MD
8. 2019, Data Disaggregation as a Means to Improved Health Research and Policy-Making, Discussant, Brookings Institution, September 26, Washington, DC
9. 2019, The Wealth of Religions, Panelist, American Enterprise Institute, September 26, Washington, DC
10. 2019, How to Publish Rigorous and Impactful Literature Reviews, August 12, Academy of Management Meetings, Distinguished Speaker, Boston, MA
11. 2019, Strategic Planning for Cultural Institutions, April 11, Johns Hopkins Peabody Institute Department Chairs Monthly Meeting, Baltimore, MD
12. 2019, Patent Portfolios as Real Options, March 9, State University of New York (SUNY) Brockport, Brockport, NY
13. 2019, Designing and Implementing Research in Patient Safety and Quality, January 11, National Cancer Center, National University Health System. Singapore
14. 2019, Capacity Building in Ecuador: Lessons Learned, January 3, Grand Rounds, National University Health System, Singapore
15. 2018, Using Behaviorally Anchored Scales to Improve Reliability in Selecting Housestaff, December 6, Osler Residency Program Advisory Board Meeting, Johns Hopkins Medicine, Baltimore, MD
16. 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
17. 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
18. 2018, Keynote: Entrepreneurship and Innovation as Drivers of Economic Growth, Bergamo Science Fair Business Plan Grand Finale, October 16, University of Bergamo, Bergamo, Italy
19. 2018, Innovation and Knowledge Management Forum, March 17-18, Keynote: Open Innovation in the Biopharmaceutical Industry: Barriers and Opportunities, Tsinghua University, Beijing, China
20. 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
21. 2017, International Family Enterprise Research Academy, November 14-17, Keynote: Family Enterprises during Economic Crises, Khaosung, Taiwan
22. 2015, Frontiers of Behavioral Economics, June 26, Patient Centered Health Services in the Light of Prospect Theory, Singapore
23. 2012, World Health Summit, October 22, Where will the New Drugs Come from? Biomedical Innovation in the Age of the Hedge Fund, Berlin, Germany
24. 2011, Siemens AG Sponsored Conference on Biomedical Innovation and the Business of Medicine, July 13, Open Innovation Networks in Medical Devices, Berlin, Germany
25. 2010, IEEE Asia Pacific Meeting, June 8, 2010, Keynote on Technology Entrepreneurship and Innovation, Singapore
26. 2008, Singapore Management University, July 28, Public Lecture and Expert Panel Series on Entrepreneurship, SMU Conference Hall 1, Singapore, presentation on *Identifying Entrepreneurial Opportunities*
27. 2008, Southwest Jiaotong University, July 20, School of Management and Public Administration Research Seminar, Chengdu, China, presentation on *Innovation and Entrepreneurship*

28. 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*
29. 2007, Xi'an Jiaotong University, May 18, School of Management Research Seminar, Xi'an, China, presentation on *Entrepreneurship and Innovation Research Challenges and Opportunities*
30. 2007, Sun Yat San University, Jun 24, International Association for Chinese Management Research Dissertation Development Workshop, Guangzhou, China, presentation on *Entrepreneurship Research Methods*
31. 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*
32. 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*
33. 2006, Freie Universität Seminar Series, Oct 4, Institut für Management, Berlin, Germany, presentation on *Entry Strategies in the European Airline Industry*
34. 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*
35. 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*
36. 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*.
37. 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*
38. 2005, Seminar on "Corporate Governance in Innovation Intensive Organizations", May, Institute for Entrepreneurship and Innovationsmanagement and Haniel Stiftung, Humboldt University, Berlin, Germany
39. 2005, Seminar on "University Patenting & Technology Transfer in the U.S.", January, Institute for Entrepreneurship and Innovationsmanagement and Haniel Stiftung, Humboldt University, Berlin, Germany
40. 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
41. 2004, Seminar on, "Knowledge to Wealth: University Technology Commercialization", June, Center für Applied Statistics and Economics, Humboldt-Universität zu Berlin, Germany
42. 2003, Seminar on Governance Life Cycles Around the Globe: Theory, Practice and the Future, 23rd 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*
43. 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*
44. 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*
45. 2001, Forum on Future of Asian Family Businesses, The Perak Academy, Dec 15, Ministry of Finance, Ipoh, Malaysia, presentation on *Family Business Succession*
46. 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*
47. 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*
48. 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)
49. 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*
 50. 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*
 51. 2000, Talk on *CEO Succession: The Case of Jack Welch and General Electric*, sponsored by Tufts University, Boston, MA
 52. 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*
 53. 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

- 2024 Gowda, Niraj and Ranasinghe, Padmini and Phan, Phillip H. and Cullen, Theresa and Miller, Brian, Program Evaluation as a Strategic Instrument for Reforming the Centers for Disease Control and Prevention (February 11, 2024). SSRN: <https://ssrn.com/abstract=4722804>
- 2024 Rocha, H., Rousseau, H., Phan, P., Berrone, P. Rethinking Entrepreneurship and Poverty, *Academy of Management Perspectives* (3rd review)
- 2023 Bai, G, D Jimenez, P Phan, L Quintero, A Rebucci, X Sun. The Financial Fragility of For-profit Hospitals: Evidence from the COVID-19 Pandemic. *Journal of Financial Stability* (3rd revision)
- 2023 Audretsch, D.B., Belitski, M., Caiazza, R., Phan, P. Knowledge Collaboration Strategies and SME Innovation Performance in the United Kingdom, *Journal of Business Venturing* (in review)
- 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

- 2023 JH Nexus Award, "Shaping the Future of AI-Enhanced Medical Devices: A One-Day Symposium on the Regulation of AI in Healthcare." (\$60,000) principal investigator (funded)
- 2023 JH Nexus Award, "Be the Change' - Advancing Personal Agency Approaches to Catalyze Development." Co-principal investigator (unfunded)
- 2023 JH Nexus Award, "Physician Leadership in Research, Public Health Policy, and the Business of Health." Co-principal investigator (unfunded)
- 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 (unfunded)

2023	JH Nexus Award, “Enabling low-cost diagnostics through open-source innovation” Co-principal investigator (unfunded)
2023	JH Discovery Award, “Evaluation of sociometric network factors facilitating business success and economic spillover among Ugandan entrepreneurs.” Co-principal investigator (unfunded)
2022-2027	National Institute for Drug Addiction, “Discovery to Commercialization Program for Substance Abuse Prevention and Treatment (D2C: SAPT)” (US\$1,700,000) co-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

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

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

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

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

Section Editor (Non-Clinical Medicine), Medicine®, Wolters Kluwer Health, Amsterdam, Netherlands (2026-current).

Editor, Journal of Technology Transfer, Elsevier (2024-current)

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

Academic Editor, Medicine®, Wolters Kluwer Health, Amsterdam, Netherlands (2017-2025)

Associate Editor, Journal of Technology Transfer, Springer Science+Business Media: New York, NY (2002-2024)

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 the American Medical Association

Journal of the American Academy of Dermatology

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

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

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

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 of 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

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>23rd 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

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

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

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).