

YASEMIN Y. KOR

Curriculum Vitae

*Moore School of Business, University of South Carolina, 1705 College Street, Columbia, SC
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EDUCATION

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

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

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

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

B.S. **Middle East Technical University, Ankara, Turkey, 1992**
Major in Business Administration

ACADEMIC WORK EXPERIENCE

University of South Carolina, Moore School of Business Associate Professor – 2007-Present

University of Delaware, Alfred Lerner College of Business and Economics
Associate Professor – 2007 (promoted with tenure)
Assistant Professor – 2001-2007 (tenure track)

University of Illinois (UIUC) Instructor, 1999-2000; Graduate Research Assistant, 1996-1999

RESEARCH INTERESTS

My research focuses on three topics in the field of strategy: (1) development and renewal of firm resources and capabilities, (2) top management teams, and (3) corporate governance. The first stream of my research examines how firms develop and deploy their technology and human assets to generate entrepreneurial rents and competitive advantage. The second research area deals with how entrepreneurial skills, experiences, and interactions of top managers shape firms' strategic choices (including opportunity recognition and team entrepreneurship). Third stream of my research focuses on human and social capital of board directors, and cooperative interactions and frictions between board outside directors and executives.

PUBLICATIONS

Refereed Publications:

Kor, Y. Y. and Misangyi, V. (2009). Outside director's industry-specific experience and firms' liability of newness. Strategic Management Journal, forthcoming. DOI: 10.1002/smj.709

Kor, Y. Y. and Sundaramurthy, C. (2008). Experience-based human capital and social capital of outside directors. Journal of Management, forthcoming. DOI: 10.1177/0149206308321551

Pettus, M. L., Kor, Y. Y., and Mahoney, J. T. (2008) Sequencing dynamic capabilities within turbulent environments. International Journal of Strategic Change Management, forthcoming.

Kor, Y. Y., Mahoney, J. T., and Watson, S. (2008). The effects of demand, competitive, and technological uncertainty on board monitoring and institutional ownership of IPO firms. Journal of Management and Governance, 12(3): 239-259.

Foss, N. J., Klein, P. G., Kor, Y. Y., and Mahoney, J. T. (2008). Entrepreneurship, subjectivism, and the resource-based view: Towards a new synthesis." Strategic Entrepreneurship Journal, 2(1): 73-94.

- Listed on SSRN's Top Ten download list for Entrepreneurship (General) category (2007)

Kor, Y. Y., Mahoney, J. T., and Michael, S. (2007). Resources, capabilities, and entrepreneurial perceptions. Journal of Management Studies, 44(7): 1185-1210.

Kor, Y. Y. (2006). Direct and interaction effects of top management team attributes and corporate governance on R&D investment strategy. Strategic Management Journal, 27(11): 1081-1099.

Kor Y. Y. and Leblebici, H. (2005). How do interdependencies among human-capital deployment, development, and diversification strategies affect firms' financial performance? Strategic Management Journal, 26(10): 967-985.

Kor, Y. Y. and Mahoney, J. T. (2005). How dynamics, management, and governance of resource deployments influence firm-level performance. Strategic Management Journal, 26(5): 489-496.

Kor, Y. Y. and Mahoney, J. T. (2004). Edith Penrose's (1959) contributions to the resource-based view of strategic management. Journal of Management Studies, 41(1): 183-191.

- Listed among Journal of Management Studies Top 20 Accessed Articles (2007)
- Listed among Journal of Management Studies Top 10 Accessed Articles (2006)

- Translated to French and republished in Les Grands Auteurs en Economie des Organisations (2008) [Great Authors in Economic Organization], edited by Didier Chabaud, Jean-Michel Glachant, Claude Parthenay & Yannick Perez.

Kor, Y. Y. (2003). Experience-based top management team competence and sustained growth. Organization Science, 14(6): 707-719.

Kor, Y. Y. and Mahoney, J. T. (2000). Penrose's resource-based approach: The process and product of research creativity. Journal of Management Studies, 37(1): 109-139.

Book Reviews:

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

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

Conference Proceedings:

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

EDITORIAL BOARDS

JOURNAL OF MANAGEMENT

2008-**present**

STRATEGIC MANAGEMENT JOURNAL

2007-**present**

JOURNAL OF MANAGEMENT STUDIES

2006-**present**

INTERNATIONAL JOURNAL OF STRATEGIC CHANGE MANAGEMENT

2006-**present**

ACADEMIC AWARDS

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

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

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

Outstanding Reviewer Award, 1999, Midwest Academy of Management

Best Graduate Student Paper Award, 1999, Midwest Academy of Management
“Generating and Sustaining Rents in Professional Service Firms Through Firm-specific Human Capital.”

Academic Excellence Award, Master of Business Administration, University of Illinois at Urbana-Champaign, 1996.

ACADEMIC GRANTS AND FELLOWSHIPS

University of South Carolina Moore School Research Grant, 2008-2009

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

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

University of Delaware General Research Grant, 2003

University of Delaware Summer Research Grant, 2001-2002

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

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

University of Illinois Fellowship, 1996-1998

University of Illinois MBA Management Leadership Grant, 1995-1996

MEMBERSHIP IN ACADEMIC ASSOCIATIONS

Academy of Management

Business Policy and Strategy Division, Entrepreneurship Division, and Organization and Natural Environment Division

Strategic Management Society

CONFERENCE PRESENTATIONS

- [16] “Dynamic managerial capabilities: Cognitive heterogeneity and knowledge sharing in top management teams” (by Yasemin Y. Kor and Andrea Mesko). Paper presented by Kor at the Academy of Management Conference in Anaheim, August, 2008.
- [15] “Experience-based human capital and social capital of outside directors.” (by Yasemin Y. Kor and Chamu Sundaramurthy). Paper presented by Kor at the Atlanta Competitive Advantage Conference in June, 2008.
- [14] “Resources, Subjectivism, and Team Entrepreneurship” (by Yasemin Y. Kor). Paper presented by Kor at the Academy of Management Conference in Philadelphia, August, 2007.
- [13] “Decoupling As Smoke and Mirrors? Diverse Practices and Conflicting Logics Underlying EMS Adoptions” (by Vilmos Misangyi, Jennifer Gregan-Paxton, and Yasemin Y. Kor). Paper presented by Misangyi at the Academy of Management Conference in Atlanta, August, 2006.
- [12] “Understanding the growth of large law firms: An empirical examination of three theoretical legacies” (by Huseyin Leblebici and Yasemin Y. Kor). Paper presented by Leblebici at the Oxford Professional Service Firms Conference in Oxford, UK, 2005.
- [11] “Resources, Capabilities, and Entrepreneurial Perceptions” (by Yasemin Y. Kor, Joe Mahoney, and Steven Michael). Paper presented by Mahoney at the Academy of Management Conference in Hawaii, August, 2005.
- [10] “The Evolution of Board of Directors: The Contingency of Top Management Team Competence” (by Yasemin Y. Kor and Vilmos Misangyi). Paper presented by Kor at the SMS Conference in San Juan, Puerto Rico, November, 2004.
- [9] “Outside Directors’ Experience-Based Competence” (by Yasemin Y. Kor and Chamu Sundaramurthy). Paper presented by Kor at the Resource-based View Workshop at the Academy of Management Annual Conference in New Orleans, LA, August, 2004.
- [8] “Edith Penrose’s (1959) Contributions to the Resource-Based View of Strategic Management” (by Yasemin Y. Kor and Joseph T. Mahoney). Paper presented by Kor and Mahoney at the Academy of Management Annual Conference in New Orleans, LA, August, 2004.
- [7] “Industry Effects on the Choice and Effectiveness of Board Monitoring and Executive Incentive Compensation” (by Yasemin Y. Kor, Sharon Watson, and Joseph T. Mahoney). Paper presented by Kor at the SMS Conference in Baltimore, November, 2003.

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

INVITED PRESENTATIONS

“Experience-Based Human Capital and Social Capital of Outside Directors.” Presented at:
 University of South Carolina
 University of California at Irvine
 University Colorado at Boulder
 University of Texas Austin

SCHOLARLY CONFERENCE ACTIVITIES

Organized and Chaired AOM Professional Development Workshop (with Tom Moliterno), BPS Division, Anaheim, CA, August, 2008.

- “The "Hows" of Dynamic Capabilities: Building a Process-Based Research Agenda
- Roundtable workshop (28 submissions; 35 authors attended)
- Discussion and debriefing by facilitators (Chris Bingham, Russ Coff, Steven Floyd, Joe Mahoney, Cathy Maritan, Jamal Shamsie, and Maurizio Zollo)

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

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

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

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

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

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

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

ACADEMIC SERVICE

Conference Paper Reviews:

Reviewer for Academy of Management Meetings, BPS Division, 1998-present

- Received an Outstanding Reviewer Award (BPS division) in 2007
- Received an Outstanding Reviewer Award (BPS division) in 2004
- Received an Outstanding Reviewer Award (BPS division) in 1999

Reviewer for Midwest Academy of Management, Strategy-Entrepreneurship Division

- 1998, 1999
- Received the Outstanding Reviewer Award in 1999.

Reviewer for Southern Management Association, Entrepreneurship Division, 1999

Journal Paper Reviews:

Reviewer for Academy of Management Journal, 2004-present

Reviewer for Academy of Management Review, 2004- present

Reviewer for Strategic Management Journal, 2006-present

Reviewer for Organization Science, 2005-present

Reviewer for Journal of Management Studies, 2001-present

Reviewer for Journal of Management, 2001-present

Reviewer for Organization Studies, 2008-present

Reviewer for Small Business Economics, 2007-present

Reviewer for Human Resource Management, 2008-present

Reviewer for Corporate Governance: An International Review, 2005-2007

Reviewer for National Science Foundation, 2006

Reviewer for Israel Science Foundation, 2006

Reviewer for Journal of Managerial Issues, 2000, 2006

Other:

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

TEACHING EXPERIENCE

University of South Carolina, Columbia, SC

Entrepreneurship and Small Business, Undergraduate Entrepreneurship course

Collaboration with Executives and Entrepreneurs in the Classroom

- Kim Neel, Co-founder of Alala LLC.
- Jim Kelley, VP Marketing and Operations and co-founder, ING Direct USA
- Damian Finio, Senior Director, U.S. R&D Finance, Astra Zeneca
- Kevin Finn, President and co-founder, Iron Hill Brewery and Restaurant

University of Delaware, Newark DE

Corporate Strategy, MBA capstone course (full time and part time)

- Taught professionals from Astra Zeneca, DuPont, JP Morgan Chase, and MBNA

Strategic Management, Capstone undergraduate course (regular and honors sections)

New Venture Creation, Undergraduate course

Graduate-Level Independent Studies:

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

Sarajevo Graduate School of Business

Corporate Strategy, MBA capstone course

- Mentored and co-taught with Bosnian Strategy Faculty

University of Illinois at Urbana-Champaign

Business Policy and Strategic Management, Undergraduate capstone course

Formal Development and Renewal in Teaching

Participated in a half-day workshop on Writing for Student Engagement

Participated in a half-day workshop on Problem-Based Learning

UNIVERSITY SERVICE

University of South Carolina:

Department Level:

Strategic Planning Committee (Fall 2008)

- Contributed to the Management Department Five-Year Strategic Plan

Strategy/Entrepreneurship Faculty Recruitment (Fall 2008)

- Interviewed candidates at the Academy of Management Meeting

Coordinator, Department of Management Research Seminar Series (Fall 2007-Spring 2008)

- Initiated and coordinated distinguished research scholar presentations
- Coordinated Ph.D student and faculty presentations

Ph.D. Student Qualifying Paper Committee Member for Andrea Mesko (Fall 2008)

Ph.D. Program Recruitment (Fall 2007)

- Interviewed Ph.D. candidates.

Search Committee, Committee Member (Fall 2007).

- Participated in efforts to fill an opening in Human Resources.

College Level:

Strategic Initiatives Proposal Development (2007)

- Entrepreneurship, Innovation, and Commercialization (1st, 2nd, and 3rd rounds)
- Sustainability and Entrepreneurship (3rd round)
- Social, Human, and Intellectual Capital in a Global Context (1st round)
- Uncertainty and Risk Management (participated in a survey)

University Level:

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

University of Delaware (2001-2007):

Department Level:

- Slocumb Professional Excellence Award Committee (2006)
- Undergraduate Honors Committee (2004-2005; 2006-2007)
- Judge, Case Competition in BUAD441 Honors Course (2003)
- Delaware Decision Days (2002)
- Undergraduate Curriculum Committee (Department level) (2001-2002)
- Search Committee, to fill junior-level opening in Strategic Management (2001)

College Level:

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

University Level:

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

PROFESSIONAL AND INDUSTRY EXPERIENCE

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

- As an Account Executive, I managed stock portfolios and maintained portfolio customer relations at the largest public bank of Turkey.
- Conducted economic analysis and prepared reports on comparative returns of various investment instruments.

PAUL HARTMANN A.G., Heidenheim, Germany

- Performed market research on the diaper and hygiene products consumption behavior in Germany.
- Designed and administered a survey, analyzed the results and developed implications for the current strategy.

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN College of Engineering Development Center, Champaign, IL, U.S.A.

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

STADTWERKE GELSENKIRCHEN, Gelsenkirchen, Germany

- Worked in finance and accounting functions at an energy company