

CURRICULUM VITAE

Gwendolyn K. Lee

glee@alum.mit.edu

EDUCATION

- PhD **University of California, Berkeley**, Walter A. Haas School of Business. 2003.
Business Administration
Dissertation: "Competitive Consequences of Technological Convergence in an Era of
Innovation: Telephony Communications and Computer Networking, 1989-2001." Co-chaired
by Robert E. Cole and David C. Mowery.
- MS **University of California, Berkeley**. 2000.
- MS **Massachusetts Institute of Technology**. 1996.
- BS **Massachusetts Institute of Technology**. 1995.

ACADEMIC POSITIONS

University of Florida

- 2012 - present Chester C. Holloway Professor
Associate Professor of Management
- 2004 - 2012 William R. Hough Faculty Fellow
Assistant Professor of Management

University of Pennsylvania

- 2013 - 2014 Visiting Scholar (while on sabbatical leave from the University of Florida)
Management department
The Wharton School

INSEAD

- 2009 - 2010 Europe Campus
Assistant Professor of Strategy
- 2003 - 2005 Asia Campus
Assistant Professor of Strategy

EDITORIAL BOARD

- 2009 - present *Strategic Management Journal*, member
- 2010 - present *Academy of Management Journal*, member
- 2015 - 2016 *Journal of Management*, special issue "Resource Allocation" co-editor

PUBLICATIONS

Lieberman MB, Lee GK, Folta TB. EarlyView (<http://onlinelibrary.wiley.com/doi/10.1002/smj.2501/pdf>). Entry,
Exit, and the Potential for Resource Redeployment. *Strategic Management Journal*.

Lee GK, Alnahedh MA. 2016. Industries' Potential for Interdependency and Profitability: A Panel of 135 Industries,
1988–1996. *Strategy Science* Vol. 1, No. 4, pp. 285-308.

Maritan C, Lee GK. Forthcoming. Resource Allocation and Strategy. *Journal of Management*.

PUBLICATIONS (cont'd.)

Lee GK, Paruchuri S. Forthcoming. Resource Redeployment through Exit and Entry: Threats of Substitution as Inducements. *Advances in Strategic Management*.

Lee GK. 2013. Resource Redeployment. In Teece D, Augier M (eds.), *The Palgrave Encyclopedia of Strategic Management Online*, Palgrave Macmillan.

Garraffo FM, Lee GK. 2012. Competitive Dynamics Stimulated by Pioneers' Technological Innovation: A Theoretical Framework. In Dagnino GB (ed.), *Handbook of Research on Competitive Strategy*. New York, NY: Edward Elgar Publishing. pp. 201-234.

Lee GK, Lieberman MB. 2010. Acquisition vs. Internal Development as Modes of Market Entry. *Strategic Management Journal* Vol. 31, No.2, pp. 140-158.

Lee GK. 2009. Understanding the Timing of 'Fast-second' Entry and the Relevance of Capabilities in Innovation vs. Commercialization. *Research Policy* Vol. 38, pp. 86-95.

Lee GK. 2008. Relevance of Organizational Capabilities and Its Dynamics: What to Learn from Entrants' Product Portfolios about the Determinants of Entry Timing. *Strategic Management Journal* Vol. 29, No. 12, pp. 1257-1280.

Lee GK, Paruchuri S. 2008. Entry into Emergent and Uncertain Product Markets: The Role of Associative Rhetoric. *Academy of Management Journal* Vol. 51, No. 6, pp. 1171-1188.

Lee GK. 2007. The Significance of Network Resources in the Race to Enter Emerging Product Markets: The Convergence of Telephony Communications and Computer Networking, 1989-2001. *Strategic Management Journal* Vol. 28, No. 1, pp. 17-37.

Cole RE, Lee GK. 2003. The Linux Model of Software Quality Development and Improvement. In Watson G, Kondo Y (eds.), *Perspectives on Quality, Competitiveness and Sustained Performance*. Milwaukee, WI: ASQ Quality Press.

Lee GK, Cole RE. 2003. From a Firm-Based to a Community-Based Model of Knowledge Creation: The Case of the Linux Kernel Development. *Organization Science* Vol. 14, No. 6, November-December, pp. 633-649.

BEST PAPER PROCEEDINGS (TOP 10% OF THE ACCEPTED PAPERS IN THE CONFERENCE PROGRAM)

"Relatedness and Market Exit" (with Tim B. Folta and Marvin B. Lieberman) *Best Paper Proceedings of the Sixty-ninth Annual Meeting of the Academy of Management (online)* 2010

"Relative Size, Entry and Exit of firms, and Search Behavior" (with Srikanth Paruchuri). *Best Paper Proceedings of the Sixty-seventh Annual Meeting of the Academy of Management (CD)* 2008

"Acquisition vs. Internal Development as Entry Modes for New Business Development: The Dynamics of Firm-Market Relevance." (with Marvin B. Lieberman) *Best Paper Proceedings of the Sixty-sixth Annual Meeting of the Academy of Management (CD)* 2007

"Directions of New Venture Growth in Their Beginning Years." *Best Paper Proceedings of the Sixty-fifth Annual Meeting of the Academy of Management (CD)* 2006

RESEARCH PAPERS UNDER REVIEW FOR JOURNAL PUBLICATION

"Industries where entrepreneurial entrants have survival advantage over diversifying entrants: Ruggedness of performance landscape and frontier of recombinant knowledge" (with Mishari Alnahedh). Invited for resubmission

RESEARCH PAPERS UNDER REVIEW FOR JOURNAL PUBLICATION (cont'd.)
at *Strategic Management Journal*.

"The Impact of High Performance Work Practices on Organizational Innovation: Examining the Moderating Roles of HR System Strength and Strategic Alignment" (with Yixuan Li, Mo Wang, Dennis Ma, and Danielle van Jaarsveld). Invited for resubmission at *Academy of Management Journal*.

"From Adversity to Innovation: Toward a Microfoundation of Organizational Adaptation with Dual Processes" (with Yixuan Li, Mo Wang, Riki Takeuchi, and Danielle van Jaarsveld).

WORKING PAPERS & RESEARCH PROJECTS

Project: Information Privacy and Innovation, Principal Investigator

"Information privacy and innovation in the era of big data: Grand challenges on competitive advantages and risks" (with Ye Xia)

Project: Technological Opportunities, Interdependencies, and Innovation

"Innovation in Ecosystems" (with Rahul Kapoor and Martin Ganco)

Project: Industry Potential for Interdependence among Productive Activities (IPA)

- IPA, measured with recombinant knowledge of a platform, is linked to the survival advantage of entrepreneurial entrants;
- IPA, measured with technological patents, is linked to industry profitability;
- IPA, measured with technological patents, is linked to firm performance;
- IPA, measured with technological patents, is linked to the spread of firm performance (the second moment, variance) and winner-take-all distribution (the third moment, skewness);
- IPA, measured with the Bureau of Economic Analysis input elements, is linked to entry, exit, and industry turnover (entry + exit).

Project: Industry Convergence and Dynamic Fit

"Value creation, destruction, and industry convergence: A panel study of dynamic fit"

Project: Social Capital and Entrepreneurship

"Social capital, transaction cost and firm capability: Make-or-buy decisions at a startup in China" (with Yixuan Li and Gordon Walker)

Project: Social Capital and Technology Standards

"Social capital and consensus building: An empirical analysis of community brokers at the Internet Engineering Task Force" (with Claire Chen)

Project: Entrepreneurship, Venture Capital, and Board Governance

"Linking IPO Director Departure to Post-IPO Performance" (with Victor Jarosiewicz)

HONORS, GRANTS AND AWARDS (A Selected List)

2015	National Science Foundation research grant, Division of Social and Economic Sciences
2012	Chester C. Holloway Professorship, College of Business Administration, University of Florida.
2011	Hough Faculty Fellowship in Entrepreneurship, College of Business Administration, University of Florida.
2011	International Scholar Grant, National Science Council, Taiwan.
2010	Outstanding Paper Award, Business Policy and Strategy division of the Academy of Management.
2010	Nominated by the College for the University of Florida Assistant Professor Research Award.
2009	Faculty Member of the Year, University of Florida College of Business Administration.
2008	The Alfred P. Sloan Foundation Faculty Career Flexibility Award.

HONORS, GRANTS AND AWARDS (cont'd.)

2006 - 2008	Center for International Business Education & Research Grant, U.S. Department of Education.
2003	The Ford Management of Technology Fellowship, Management of Technology Program, University of California, Berkeley.
2002	University of California Dissertation-Year Fellowship Alternate Awardee.
2001	The Lucent Fellowship in Management of Technology, Management of Technology Program, University of California, Berkeley.
2000	The Ryoichi Sasakawa Young Leaders Foundation Fellowship, Institute of Management, Innovation, and Organization, University of California, Berkeley.
2000	The Crawford Fellowship, University of California, Berkeley.
1999	The Clair Brown Fellowship, University of California, Berkeley.
1995	MIT Department of Chemical Engineering Graduate Fellowship.
1995	<i>Sigma Xi</i> , The National Research Honor Society, member since.
1994	<i>Tau Beta Pi</i> , The National Engineering Honor Society, member since.
1994	MIT Carroll L. Wilson Award.
1993	MIT Burchard Scholar.

INVITED PRESENTATIONS

2016	Florida International University	Miami, FL
2015	Audencia School of Management	Nante, France
2014	University of Melbourne, Melbourne Business School	Victoria, Australia
2014	University of Cambridge, Judge Business School	Cambridge, U.K.
2013	University of Pennsylvania, Wharton School	Philadelphia, PA
2012	Nanyang Technology University	Singapore
2011	University of Michigan	Ann Arbor, MI
2011	University of Illinois	Urb.-Champ., IL
2011	Ohio State University	Columbus, OH
2011	National Taiwan University	Taiwan
2011	Yuan Ze University	Taiwan
2011	Florida State University	Tallahassee, FL
2010	University of Washington	Seattle, WA
2009	New York University	New York, NY
2008	University of Southern California	Los Angeles, CA
2008	Boston University	Boston, MA
2008	University of Texas, Austin	Austin, TX
2008	INSEAD	France
2006	Mitsubishi Bank Foundation International Conference	Japan
2005	INSEAD	Singapore
2005	BYU-University of Utah Winter Strategy Conference	Park City, UT
2004	National Taiwan University	Taiwan
2003	INSEAD	Singapore
2003	University of Pennsylvania, Wharton School	Philadelphia, PA
2003	Harvard University, Harvard Business School	Boston, MA
2003	New York University, Stern School of Business	New York, NY
2003	University of Toronto, Rotman School of Management	Toronto, Canada
2003	University of Illinois, School of Management	Urb.-Champ., IL
2003	Boston University, School of Management	Boston, MA
2003	Tulane University, Freeman School of Business	New Orleans, LA
2003	Hong Kong University of Science and Technology	Hong Kong, PRC
2003	University of California, Anderson Graduate School of Management	Riverside, CA
2002	California State University, School of Management	Northridge, CA
2002	Rice University, Jones Graduate School of Management	Houston, TX

CONFERENCE PRESENTATIONS

2016	INFORMS Annual Conference, Strategy Science "Innovation in Ecosystems" (with Martin Ganco, Rahul Kapoor) "Risk Strategy For Managing Information Privacy" (with Ye Xia)	Nashville, Tennessee
2016	Academy of Management Annual Conference Business Policy and Strategy Division Doctoral Consortium, Distinguished Speaker. <i>Internal resource redeployability and the theory of the multibusiness firm</i> , Symposium Organizer.	Anaheim, California
2016	Strategic Management Society Special Conference "Information Privacy: A Risk Management Perspective on Innovation, Entrepreneurship and Coopetition" (with Ye Xia)	Rome, Italy
2016	Midwest Finance Association Conference "Linking IPO Director Departure to Post-IPO Performance" (with Victor Jarosiewicz)	Atlanta, Georgia
2015	Special Conference on Corporate Strategy and Resource Redeployment "Resource Redeployment through Exit and Entry: An Empirical Study on Emerging and Shifting Threats of Substitution" (with Srikanth Paruchuri)	Strasbourg, France
2015	Strategic Management Society Annual Conference "Venture Board Governance: Linking Director Departure to Post-IPO Performance" (with Victor Jarosiewicz) Session on "Integrating Theories of Stakeholders, Ownership, Governance and Boards"	Denver, Colorado
2015	Academy of Management Annual Conference "Value creation, destruction, and industry convergence: A panel study of dynamic fit" Research Symposium on Industry Convergence "Social capital, transaction cost and firm capability: Make-or-buy decisions at a startup in China" (with Yixuan Li and Gordon Walker) "Industries' potential for interdependency and profitability: A panel of 135 industries, 1988-1996" (with Mishari Alnahedh)	Vancouver, Canada
2014	Strategic Management Society Special Conference "Guanxi, Transaction Cost and Firm Capability: Make-or-Buy Decisions at an Entrepreneurial Startup in China" (with Yixuan Li and Gordon Walker)	Sydney, Australia
2014	Academy of Management Annual Conference "Start-ups vs. Diversifying Entrants: Industries with Potentials for Recombining Productive Activities" (with Mishari Alnahedh and Lindy Archambeau)	Philadelphia, PA
2013	Strategic Management Society Annual Conference "Learning and Capability Evolution", <i>Mergers and Acquisition Process Colloquium</i> , Panelist.	Atlanta, Georgia
2013	Academy of Management Annual Meeting "Combinatorial Complexity, Industry Dynamics, and Population-Level Learning: An Empirical Test" (with Mishari Alnahedh and Lindy Archambeau)	Orlando, FL
2013	Strategic Management Society Special Conference "Adaptation on Dynamic Competitive Landscapes: A Panel Study of Within-Industry Diversification and Value Creation/Destruction"	Glasgow, U.K.
2012	Academy of Management Annual Conference	Boston, MA

CONFERENCE PRESENTATIONS (cont'd.)

- "Ontological Associations in Media Discourse and Threats of Substitution: A Longitudinal Study of Firm Response via Diversifying Entry" (with Srikanth Paruchuri)
- 2012 Strategic Management Society Special Conference Singapore
"Interdependency, Competition and Industry Dynamics: An Empirical Test" (with Mishari Alnahedh).
Integration of Resources and Knowledge, Session Chair.
- 2011 Strategic Management Society Annual Conference Miami, FL
"Deducing the Threat of Substitution from Media Discourse: A Longitudinal Study of Firm Response via Diversifying Entry" (with Srikanth Paruchuri).
- 2011 Academy of Management Annual Conference San Antonio, TX
"Relatedness in Market Entry and the Rate of Firm Growth: A Capability Learning Perspective."
- 2011 Atlantic Competitive Advantage Conference Atlanta, GA
"Relatedness and Value Creation vs. Destruction: A Panel Study of Within-industry Diversification and Portfolio Structure" (with Felipe Csaszar).
- 2010 Strategic Management Society Annual Conference Rome, Italy
"Sunk Costs, Resource Redeployment, and Corporate Diversification" (with Tim B. Folta and Marvin B. Lieberman).
"New Venture Growth."
Knowledge-based Capabilities and New Ventures, Session Chair.
- 2010 Academy of Management Annual Conference Montreal, Canada
Industry Dynamics: Entry, Growth, & Exit "Relatedness and Market Exit" (with Tim B. Folta and Marvin B. Lieberman). **Outstanding Paper Award, BPS Division.**
Competitive Dynamics & Rivalry, Session Chair.
Knowledge Production, Sharing, and Learning, Discussant.
- 2008 Academy of Management Annual Conference Anaheim, CA
Strategy, Technology, and Innovation: "Relative Size, Entry and Exit of Firms, and Search Behavior" (with Srikanth Paruchuri).
- 2007 Harvard Business School Strategy Research Conference Boston, MA
"Acquisition vs. Internal Development as Entry Modes for New Business Development" (with Marvin B. Lieberman).
- 2007 Strategic Management Society Annual Conference San Diego, CA
"Acquisition vs. Internal Development as Entry Modes for New Business Development" (with Marvin B. Lieberman).
- 2007 Academy of Management Annual Conference Philadelphia, PA
International Strategy, M&A's and Networks: "Acquisition vs. Internal Development as Entry Modes for New Business Development: The Dynamics of Firm-Market Relevance" (with Marvin B. Lieberman).
- 2007 Atlanta Competitive Advantage Conference Atlanta, GA

CONFERENCE PRESENTATIONS (cont'd.)

- "The Timing of 'Fast-second' Entry and the Relevance of Capabilities in Innovation vs. Commercialization." Press coverage by *Knowledge@Emory*.
- 2006 Academy of Management Annual Conference Atlanta, GA
Inter-organizational Networks: "Small-Worlds, Ridge-Structures, & Community-level Effectiveness in Integrating Distributed Knowledge: Estimating the Structural Effect of Inter-Organizational Collaboration on the Speed of Developing Internet Standards."
Founders and New Venture Strategy: "Directions of New Ventures Growth in Their Beginning Years."

Market Entry, Discussant.
- 2006 International J. A. Schumpeter Society 11th (ISS) Conference Nice, France
Routines and Organisational Capabilities: "Knowledge evolution, application domain, and strategic renewal: Estimating the effect of absorptive capacity on innovation and performance."
- 2005 Strategic Management Society Annual Conference Orlando, FL
"The Role of Author Network in Cooperative Technical Organizations: A Multi-level Structural View of Technological Evolution."
- 2005 Academy of Management Annual Conference Honolulu, HI
Symposium on Inter-Organizational Communities of Practice: "The Network Structure of Inter-Organizational Communities of Practice and the Success of de jure Standards Setting."

Knowledge Flows, "Estimating the Effects of Potential and Realized Absorptive Capacity: Reconceptualization with System Dynamic Panel Models."
- 2005 BYU-University of Utah Winter Strategy Conference Park City, UT
"Application Domain and the Relevance of Organizational Capabilities: An Empirical Study of Market Entry and Exit during the Convergence of Telephony Communications and Computer Networking, 1989-2003."
- 2004 Strategic Management Society Annual Conference San Juan, Puerto Rico
"How Do Firms Change under Constraints? Estimating Entry and Survival in an Emerging Product Market."
- 2004 Academy of Management Annual Conference New Orleans, LA
Alliance Networks, "The Significance of Network Resources in the Race to Enter Emerging Product Markets."

Industry and Evolution, Session Facilitator.
- 2004 Wharton Technology Mini-conference Philadelphia, PA
"The Significance of Network Resources in the Race to Enter Emerging Product Markets."
- 2003 Academy of Management Annual Conference Seattle, WA
Market Entry, "The Significance of Capability Distribution in the Race to Enter Emerging Product Markets."

Technological Competition and Innovation, Session Facilitator and Presenter: "The Significance of Industry Origin in the Race to Enter Converging Product Markets."
- 2001 Academy of Management Annual Conference Washington D.C.

CONFERENCE PRESENTATIONS (cont'd.)

- Symposium on Culture and Enculturation: "The Influence of Organizational Demography and Networks on Cultural Transmission and Enculturation: An Empirical Investigation."* Symposium Chair.
- 2001 International Colloquium on Competition and Cooperation (CCC) Duke University
"Strategy and Structure: Managing Technology Innovation through Organizational Modes of Change."
- 2000 Strategic Management Society Annual Conference Vancouver, BC, Canada
"The Linux Kernel Development As A Model of Open Source Knowledge Creation." The presentation was cited in *Strategy+Business*, 2001, 22: 190.

TEACHING

Teaching interests: Strategic management; Technology strategy; Innovation; Entrepreneurship.

University of Florida

Strategic Management – MBA Capstone and undergraduate core
Business Policy – MBA core for engineers and scientists, MBA core for weekend professionals
Doctoral Research Seminar – DBA core
Value creation, value appropriation, and value innovation
PhD Research Seminar – PhD core
Cutting-edge research in macro theory and strategic organizing
Foundations of strategy research
Strategy content and formulation research
Strategy process – contemporary approach
Theoretical and empirical perspectives of entrepreneurship
Strategy, innovation, and entrepreneurship

INSEAD

Strategy – MBA core
Strategic Responses to Technological Shifts – MBA elective
Doctoral Research Seminar – PhD core
Innovation and industry dynamics

COURSE MATERIAL DEVELOPMENT

Knowledge Management - MBA elective in management of technology

Developed a business case and its teaching notes on "Creating and Spreading New Knowledge at Hewlett Packard" for Professor Robert E. Cole. Case no. 08/2004-5206, Copyright © 2004 INSEAD

Creating Value with Healthymagination - MBA core course on strategic management

Developed a business case on "Building Things That Matter: The GE Healthymagination Initiative" for Assurance of Learning assessment.

Business Model Innovation and Competitive Landscape - MBA core course on strategic management

Developed a business case on "Uber and the Taxi Industry: Where lifestyle meets logistics" for my MBA core course on strategic management and Assurance of Learning assessment.

PRIVATE SECTOR EMPLOYMENT

A. T. Kearney, Management Consultant, New York, NY; Costa Mesa, CA 1996 - 1998
Merck Pharmaceutical Company, MIT Practice School Intern, West Point, PA 1996 summer

PRIVATE SECTOR EMPLOYMENT (cont'd.)

Procter & Gamble, Intern, Hunt Valley, MD

1994 summer

PROFESSIONAL SERVICES

- Advisory Panel. National Science Foundation, Science of Organization
- Selection Committee. Academy of Management Journal's Best Article Award for 2015.
- Research Committee. Academy of Management, Business Policy and Strategy (BPS) Division, 2014-2016.
- Representative-at-Large. Strategic Management Society, Corporate Strategy Interest Group, 2016-2018.
Strategic Management Society, Entrepreneurship & Strategy Interest Group, 2006 - 2008.
- Workshop organizer. Strategic Management Society Annual Conference in Atlanta, Georgia, colloquium on Mergers and Acquisition Process, 2013. Co-sponsored by the Strategy Process and Corporate Strategy Interest Groups. Co-organizer: Bruce Lamont
- Strategic Management Society Special Conference in Singapore on the globalization of innovation strategies, faculty development workshop, 2012.
- Strategic Management Society Annual Conference in Miami FL, conference extension workshop on resource acquisition, development and re(deployment), 2011. Co-organizer: Marvin Lieberman
- Journal referee. *Strategy Science, Management Science, Organization Science, Research Policy, Strategic Entrepreneurship Journal, Industrial and Corporate Change, Journal of Management Studies, California Management Review, Journal of Evolutionary Economics, International Journal of Technology Management, MIS Quarterly.*
- Reviewer. Academy of Management Annual Conferences (recognized for outstanding services as a division reviewer).
Strategic Management Society Annual Conferences.
SMS Special Conference on New Frontiers in Entrepreneurship: Strategy, Governance and Evolution.
SMS Special Conference on Strategic Management in the Asian Century – Dealing with Dynamism, Diversity and Development.
SMS Conference Best PhD Paper Prize.
SMS Conference Best Paper Prize.
Social Sciences and Humanities Research Council of Canada.

UNIVERSITY SERVICES

- Competition Policy Initiative. <https://www.law.ufl.edu/areas-of-study/institutes/competition-policy-initiative>
Co-Coordinator. 2015 - present.
- Dissertation chair. Victor Jarosiewicz, University of Florida, College of Business Administration, Department of Management (graduating in 2017)
Mishari Alnahedh, University of Florida, College of Business Administration, Department of Management (graduated in 2016)
- Dissertation committee. Swapnil Garg, University of Florida, College of Business Administration, Department of Management (graduated in 2012)
Jennifer Knippen, University of Florida, College of Business Administration, Department of Management (graduated in 2012)
Sinyoung Park, University of Florida, College of Public Health and Health Professions,

UNIVERSITY SERVICES (cont'd.)

- Department of Health Services Research (graduated in 2014)
James Van Scotter, University of Florida, College of Business Administration
Department of Management (graduated in 2014)
Zachary Cohle, University of Florida, College of Liberal Arts and Sciences, Department
of Economics (graduating in 2017)
Claire Chen, College of Management, Department of International Business, National
Taiwan University
- Research committee. Maxim Dolinsky, University of Florida, Department of Finance
- Minority mentoring. University of Florida. 2006 - 2009.
- Faculty recruiting. University of Florida. 2010 - 2011. 2012 - 2013. 2013 - 2014. 2014-2015.
- Assurance of learning. As faculty lead and the chair of the MBA committee.
As faculty lead and the chair of the MSM program.
University of Florida. 2010 - present.
- Strategy research seminar. Department of Management, Hough Graduate School of Business,
University of Florida. 2010 - present.