

## **INN HEE GEE**

Division of Management and International Business  
Price College of Business | University of Oklahoma  
252 Adams Hall, 307 W. Brooks, Norman, OK 73019  
Email: ige@ou.edu

### **EDUCATION**

Ph.D.	Texas A&M University, Mays Business School Major: Management, Strategic Management	2022
M.S.	Yonsei University, School of Business Major: Management	2013
B.S.	Yonsei University, School of Business Major: Business Administration	2011

### **ACADEMIC EMPLOYMENT**

University of Oklahoma, Price College of Business  
Assistant Professor  
July 2022-Present

### **DISSERTATION**

*CEO formal Association with nonprofit organizations*  
Committee: Albert Cannella (Chair), Cindy Devers, Mike Withers, Alina Sorescu

### **RESEARCH INTERESTS**

Upper Echelons, Corporate Governance, CEO succession, Mergers and Acquisitions, Strategic Leaders in Nonprofits and New Ventures

### **JOURNAL PUBLICATIONS**

Dwivedi, P., Gee, I., Withers, M., and Boivie, S. No reason to leave: The effects of CEO diversity-valuing behavior on psychological safety and turnover for female executives. *Journal of Applied Psychology*. Forthcoming.

Gee, I., Nahm, P., Yu, T., and Cannella, A. A. Not-for-profit organizations: A multi-disciplinary review and assessment from a strategic management perspective. *Journal of Management*. Forthcoming.

Devers, C. E., Wuorinen, S., McNamara, G., Haleblian, J., Gee, I., and Kim, J. 2020. An integrative review of the emerging behavioral acquisition literature: Charting the next decade of research. *Academy of Management Annals*, 14(2): 869-907.

Chun, K., Gee, I., and Lee, H. 2013. Does the CEO Really Matter?: A study on the effect of CEO characteristics and external environmental factors on initial IPO performance. *Journal of Entrepreneurship and Venture Studies*, 16(4): 1-19.

Chun, K., Gee, I., and Lee, H. 2013. The effect of IPO subscription rates for institutional investors and private investors on IPO firm performance: The moderating role of competition and on-line reviews. *Korean Journal of Business Administration*, 26(5): 1149-1176.

## **MANUSCRIPTS UNDER REVIEW**

Boivie, S., Gee, I., Gentry, R. G., and Graffin, S. D. Title removed. Under revision for second review at *Strategic Management Journal*.

Gee, I., Li, C., and Howard, M. Title removed. Under second review at *Journal of Business Venturing*.

## **SELECTED PAPERS IN PROGRESS**

Outside director to executive: A new view of the resource-provision role of directors. Project with Cannella, A. A., and Hillman, A. J. (Writing stage)

Board chair orientation and CEO succession study. Project with Withers, M., and Krause, R. (Data analysis stage)

Disentangling the influence of serial entrepreneurs. Project with Howard, M., and Pahnke, E. (Data analysis stage)

Women movie director study. Project with Boivie, S., Devers, C. E., and Dwivedi, P. (Data analysis stage)

## **CONFERENCE PRESENTATIONS (\*Denotes presenter)**

Dwivedi, P., Gee, I.\*, Withers, M., and Boivie, S. 2021. Valuing at the top: CEO diversity-valuing behavior, executive psychological safety, and turnover. Academy of Management Annual Meeting. Philadelphia, PA.

Gee, I.\* 2020. CEO diversity-valuing behavior and executive psychological safety. Strategic Management Society Annual Conference. London, U.K.

- Nominated for the *2020 SMS Annual Conference Best Paper Prize*
- Nominated for the *2020 SMS Annual Conference PhD Paper Prize*

Gee, I.\*, & Cannella, A. A. 2020. Outside director to executive: A new view of the resource-provision role of directors. Academy of Management Annual Meeting. Vancouver, B.C., Canada.

Gee, I.\*, Howard, M. D., & Cox Pahnke, E. 2020. Disentangling the Influence of Serial Entrepreneurs. Accepted for presentation at 2020 Babson College Entrepreneurship Research Conference, Knoxville, TN. Conference canceled due to Covid-19.

Gee, I.\*, Boivie, S., Harrison, J.S., & Graffin, S. D. 2020. The media coverage and director selection study. Accepted for TCU Corporate Governance Conference & Consortium, Fort Worth, TX. Conference postponed due to Covid-19.

Dwivedi, P., Lovelace, J., Gee, I., Hambrick, D., Carton, A., Devers, C., Hiller, N., & Westphal, J. 2019. What's in the black box? A dialogue between micro and macro on psychological processes of leaders. Academy of Management Annual Conference. Boston, MA.

Dwivedi, P., & Gee, I.\* 2019. A configurational perspective on CEO successions and their influence on M&A-related activities of a firm. Strategic Management Society Special Conference. Las Vegas, NV.

Gee, I.\* 2018. The media coverage and director selection study. Strategic Management Society Annual Conference. Paris, France.

Gee, I.\* 2016. Picking out your next CEO: A study of CEO similarity. The European Group for Organizational Studies Conference. Naples, Italy.

## **INVITED CONSORTIA**

STR Dissertation Consortium, Academy of Management Annual Conference. Virtual. 2021.

Research Methods Division – CARMA Doctoral Student and Junior Faculty Consortium, Academy of Management Annual Conference. Virtual. 2021.

STR Doctoral Consortium, Academy of Management Annual Conference. Vancouver, B.C., Canada. 2020.

Doctoral Workshop, Strategic Management Society Annual Conference. London, U.K. 2020.

Research Methods Division – CARMA Doctoral Student and Junior Faculty Consortium. Academy of Management Annual Conference. 2020.

Doctoral and Junior Faculty Workshop, Strategic Management Society Special Conference. Las Vegas, NV. 2019

## **TEACHING**

### **University of Oklahoma**

Spring 2023 Business Strategy and Policy (B AD 4013-003)  
Business Strategy and Policy (B AD 4013-016)  
Business Strategy and Policy (B AD 4013-017)

### **Texas A&M University**

Spring 2021 Strategic Management (MGMT 466, F2F)

- Section evaluation: 5.0/5.0 (Overall this was an effective course)
- Section evaluation: 4.9/5.0 (Overall this was an effective instructor)

Strategic Management (MGMT 466, Hybrid)

- Section evaluation: 4.5/5.0 (Overall this was an effective course)
- Section evaluation: 4.7/5.0 (Overall this was an effective instructor)

Spring 2020 Strategic Management (MGMT 466)

- Section evaluation: 4.4/5.0 (Overall this was an effective course)
- Section evaluation: 4.4/5.0 (Overall this was an effective instructor)

## **HONORS AND REWARDS**

2022 Dean's Award for Outstanding Teaching by a Doctoral Student

2022 PhD Dissertation Grant

2017-2022 Dean's Excellence Award

2017-2022 PhD Enhancement Fellowship

2018-2021 Travel Grant

2019 Doctoral Strategic Entrepreneurship Research Award, McFerrin Center for Entrepreneurship

2018 Mays Innovation Research Center Research Grant

2011-2013 National Research Scholarship for Humanities and Social Sciences, South Korean Government

## **ACADEMIC SERVICE**

Ad-hoc Journal Reviewer

- *Journal of Management*
- *Journal of Business Venturing*

Conference Reviewer

- Academy of Management Annual Meetings
- Strategic Management Society Annual Conferences

PhD Volunteer Support Staff

- Strategic Management Society Annual Conference. London, U.K. 2020
- Strategic Management Society Special Conference. Las Vegas, NV. 2019

## **INDUSTRY EXPERIENCE**

Samsung Economic Research Institute, Research Analyst, Seoul, South Korea, 2014-2016

Bain & Company, Research Assistant, Seoul, South Korea, 2009

Samsung Electronics, UDS Group Corporate Design Center, Yonsei-Samsung uGET, Dubai, U.A.E., and Seoul, South Korea, 2008

## **PROFESSIONAL MEMBERSHIP**

Academy of Management  
Strategic Management Society  
Association of Korean Management Scholars (AKMS)

## **REFERENCE**

Albert A. Cannella, Jr., Ph.D.  
Professor and Blue Bell Creameries Endowed Chair  
Mays Business School  
Texas A&M University  
Email: [acannella@mays.tamu.edu](mailto:acannella@mays.tamu.edu)

Cynthia E. Devers, Ph.D.  
Lawrence E. Fouraker Professor in Business and Associate Department Head  
Mays Business School  
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Michael C. Withers, Ph.D.  
Associate Professor and Gina and Anthony Bahr (^91) Professor in Business  
Mays Business School  
Texas A&M University  
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Alina Sorescu, Ph.D.  
Paula and Steve Letbetter ^70 Chair in Business and Chancellor EDGES Fellow  
Mays Business School  
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