

## **INN HEE GEE**

Division of Management and International Business  
Michael F. Price College of Business | University of Oklahoma  
252 Adams Hall, 307 W. Brooks, Norman, OK 73019  
Email: igee@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, Michael F. Price College of Business                      July 2022-Present  
Assistant Professor of Management

### **DISSERTATION**

#### *CEO Formal Association with Nonprofit Organizations*

Committee: Albert Cannella (Chair), Cindy Devers, Mike Withers, Alina Sorescu

- Honorable Mention for the 2023 Best Dissertation ASBS-EMJ Adam Smith Tercentenary Award, Academy of Management Public and Nonprofit (PNP) Division

### **RESEARCH INTERESTS**

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

### **JOURNAL PUBLICATIONS**

Boivie, S., Gee, I., Gentry, R. J., and Graffin, S. D. Do boards learn to hire? The effect of board experience with CEO replacement on CEO performance. *Strategic Management Journal*. Forthcoming.

Dwivedi, P., Gee, I., Withers, M., and Boivie, S. 2023. No reason to leave: The effects of CEO diversity-valuing behavior on psychological safety and turnover for female executives. *Journal of Applied Psychology*, 108(7): 1262-1276.

Gee, I., Nahm, P., Yu, T., and Cannella, A. A. 2023. Not-for-profit organizations: A multi-disciplinary review and assessment from a strategic management perspective. *Journal of Management*. 49(1): 237-279.

Devers, C. E., Wuorinen, S., McNamara, G., Halebian, 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.

## **SELECTED PAPERS IN PROGRESS**

Gee, I., Cannella, A. A., and Hillman, A. J. Title removed. Under preparation for a submission.

Gee, I., Li, C., and Howard, M. Title removed. Under preparation for a submission. (All authors contributed equally).

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

CEO compensation study. Project with Boivie, S., Devers, C., Harrison, J., and Quigley, T. (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)**

Gee, I.\* , Cannella, A. A., and Hillman, A. J. 2024. Neither insider nor outsider: Independent directors who become executives. Academy of Management Annual Meeting. Chicago, IL.

Yiu, D. W., Wan, W. P., Chen, X., Fu, J., Gee, I., Koo, H., Lam, C. 2024. Social Sentiments and Emotions in Global Strategy: Theoretical Dialogues, Micro-Macro Linkage, and Sentiment Analysis Methodology, Academy of International Business. Seoul, South Korea.

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 Junior Faculty Consortium, Academy of Management Annual Conference. Copenhagen, Denmark. 2025.

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**

Fall 2025      Critical Thinking Workshop (Executive Academy)

Spring 2025    Business Strategy and Policy (B AD 4013-003)  
                  Business Strategy and Policy (B AD 4013-017)  
                  Business Strategy and Policy (B AD 4013-019)  
                  Critical Thinking Workshop (Executive Academy)  
                  Critical Thinking Workshop (Executive Academy)

Fall 2024      Critical Thinking Workshop (Executive Academy)

Spring 2024    Business Strategy and Policy (B AD 4013-003)  
                  Business Strategy and Policy (B AD 4013-016)  
                  Business Strategy and Policy (B AD 4013-017)

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

2025	Business Ethics Awards, Michael F. Price College of Business, University of Oklahoma
2025	Presidential International Travel Fellowships, University of Oklahoma
2024	The William J. Alley-Rayonier International Business Scholars Program, Michael F. Price College of Business, University of Oklahoma
2023	Honorable Mention for the Best Dissertation ASBS-EMJ Adam Smith Tercentenary Award, Academy of Management Public and Nonprofit Division
2022	Dean's Award for Outstanding Teaching by a Doctoral Student, Mays Business School, Texas A&M University
2022	PhD Dissertation Grant, Mays Business School, Texas A&M University
2017-2022	Dean's Excellence Award, Mays Business School, Texas A&M University
2017-2022	PhD Enhancement Fellowship, Mays Business School, Texas A&M University
2018-2021	Travel Grant, Mays Business School, Texas A&M University
2019	Doctoral Strategic Entrepreneurship Research Award, McFerrin Center for Entrepreneurship, Texas A&M University
2018	Mays Innovation Research Center Research Grant, Mays Business School, Texas A&M University
2011-2013	National Research Scholarship for Humanities and Social Sciences, South Korean Government

## ACADEMIC SERVICE

### Ad-hoc Journal Reviewer

- *Academy of Management Journal*
- *Journal of Management*
- *Journal of Business Venturing*
- *Organizational Behavior and Human Decision Processes*

### Conference Reviewer

- Academy of Management Annual Meetings
- Strategic Management Society Annual Conferences
- International Corporate Governance Society Annual Conference

### Grant Reviewer

- Research Grants Council (RGC) of Hong Kong

PhD Volunteer Support Staff

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

## **UNIVERSITY SERVICE**

Search Committee Member, Tenure-track Position, Management and International Business Division, Michael F. Price College of Business, University of Oklahoma, 2025

English Communication Capacity (ECC) Test Faculty Panelist, Graduate College, University of Oklahoma, 2024-present

Search Committee Member, Tenure-track Position in Strategy, Management and International Business Division, Michael F. Price College of Business, University of Oklahoma, 2023

Healthcare Steering Committee Member, Michael F. Price College of Business, University of Oklahoma, 2022-present

## **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 for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

Association of Korean Management Scholars (AKMS)

## **REFERENCE**

Albert A. Cannella, Jr., Ph.D.  
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Mays Business School  
Texas A&M University  
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