

**DEMEESTER Lieven Lode E.**  
 Lee Kong Chian School of Business  
 Singapore Management University

LDEMEESTER@SMU.EDU.SG  
 Office Phone: 6828 0729

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**Citizenship:** Belgian

## Education

1985 - 1990	Diploma for Electrical Engineering, Telecommunications, University of Gent, Belgium.
1990 - 1995	Ph.D., Operations and Technology Management, Anderson School of Management, University of California, Los Angeles. Thesis: Three Essays on Continuous Improvement in Manufacturing (co-advisors: C. Tang, M. Lieberman)

## Position(s) Held

Jan 2021 – Jun 2025	Associate Provost (Teaching and Learning Innovation)
Jul 2019 – Jun 2025	Chair, ASEAN University Network, Thematic Network for Technology-Enhanced Personalised Learning
Jan 2018 – Jun 2025	Director, Centre for Teaching Excellence
Jan 2018 – Nov 2019	Chair, National Technology Enhanced Learning Conference (NTEL 2019), Singapore
Feb 2015 – Jun 2017	Associate Dean, MBA Programmes
Dec 2014 – Jun 2017	Academic Director, MBA
Dec 2014 – Jun 2017	Academic Director, EMBA
Jul 2014 – Jun 2017	Academic Director, IE-SMU MBA (blended)
Aug 2011 - Dec 2014	Area Coordinator, Operations Management, Lee Kong Chian School of Business
2013 - Now	Associate Professor of Operations Management (Practice)

2008 - 2013	Assistant Professor of Operations Management (Practice) Lee Kong Chian School of Business Singapore Management University
2000 - 2008	Assistant Professor of Operations Management, INSEAD, Singapore
1997 - 2000	Principal Consultant, PricewaterhouseCoopers, Los Angeles
1995 - 1996	Consultant, Arthur D. Little, Brussels

### **Awards, Recognition and Honors**

- Singapore National Day Awards: Public Administration Medal (Bronze), 2021
- Nominated for Best Reviewer award in the Sustainable Operations department of the journal of the Production and Operations Management Society, 2017
- Nominated for Innovative Teacher award, 3 times, for AY11/12, AY12/13 and AY 14/15, 2011-2015
- Dean's Teaching Honour List - Top 20 Faculty Members - 7 times, 2009 - 2015
- Nominated for Teaching Excellence in Postgraduate Professional Programmes award, 2013
- Richard A. Freund Scholarship, ASQ (American Society for Quality). Only recipient, selected from over 90 candidates nationwide., 1994 - 1994

### **Invited Talks, Lectures and Panels**

- "Importance and strategies of balancing academic rigor with industry relevance in project-based experiential learning", panel discussion, SMU inaugural INDEX Symposium, 2023
- "Assessment, Feedback and Self-Directed Learning in Real-World Projects: A Case Study of a Process Improvement Course", Sciences Po International Teaching and Learning Workshop, 2023
- "Maximizing the Value of Feedback: Designing Reliable and Valid Student Evaluations of Teaching", panel discussion, Bluenotes APAC 2023 at the National University of Singapore
- "Dialogues on Higher Education in Singapore", panel, Teaching Matters seminar, LASALLE College of the Arts, 2022.
- "Future of Work, Education, and Learning", panel, SMU Education Leaders' Symposium, 2022
- "Blended Learning as an Institutional Approach", National Technology Enhanced Learning Conference, 2022
- "New Opportunities for Future Education Technology", panel, National Technology Enhanced Learning Conference, 2022

- Asean University Network - 13th AUN Rectors' Meeting at Lao PDR – “Driving University Excellence through Regional and International Cooperation” 2022
- “Progress in Technology-Enhanced Personalized Learning: Results from Two Studies at Singapore Management University”, Sciences Po International Teaching and Learning Workshop, 2022
- AUN-TEPL Webinar: “Design Choices for a University-wide Learning Outcome Feedback System”, Webinar for Asean University Network - Thematic Network for Technology-Enhanced Personalised Learning, 2020
- “Institution-wide online teaching in 2020: lessons for technology-enhanced personalized learning at Singapore Management University.” LITEC 2020
- “Future of Learning: Personalised, Interactive, Experiential and Enabled by Technology”, Education Leaders Symposium, Singapore Management University, 16 January 2019
- “What can we do, as ASEAN +3, to enhance 21st Century Skills for students as part of university curriculum?”, ASEAN+3 Rectors' Conference, University of Brunei Darussalam, 26 July 2018
- “Circular Economy and Sustainable Supply Chains”, Logistics and Supply Chain Symposium, SMU, 2016
- Aftermarket & Reverse Logistics - Supply Chain Asia Singapore Seminar - Panel speaker on issues of Sustainability in Operations, 31 March 2010
- Sustainable Supply Chains - Single Speaker Lunch Seminar - Belgian Luxembourg Business Group (attended by 12 paying business executives), 3 March 2009 - 3 March 2009
- "Project Management under Uncertainty" at Project Management Institute, Singapore Chapter (~200 attendees), 12 May 2008 - 12 May 2008

### **Newspaper Articles and Media Appearances**

1. Channel News Asia: Online/Money Mind 2022/2023 – S1E36: Price Trend, commenting on the business of recycling plastics in Singapore and around the world, Jan 30, 2023 [Starting from 19:26]
2. “Taking The Lead In Urban Manufacturing” by S. BHATTACHARYA, Lieven DEMEESTER and A. DE MEYER, 11/2022, The Straits Times
3. "SME Inc: Corporate Success and Social Good", by Lim, Paul; Barrett, Brendan; Steinbrecher, Nils; FUJII, Tomoki; TSCHANG, Ted; DEMEESTER, Lieven, 07/2011, Business Times (Singapore), 27 - 27
4. "Vital Facets of Business Sustainability", by DEMEESTER, Lieven, 07/2011, Business Times (Singapore)

### **Committees and Taskforces**

- Chair, Education Research Implementation Committee, 2023-2025

- Member, University Education Committee, member, SMU, 2021-2025
- Member, Provost Council, SMU, 2021-2025
- Non-voting member, Undergraduate Curriculum Committee, member, SMU, 2018 – 2025
- Chair, Education Research Strategy Task and Finish Group, SMU, 2022
- Co-chair, Pedagogies and Technology Enhanced Learning subcommittee for Blue Ribbon Implementation Committee, SMU, 2018
- Member, Blue Ribbon Commission Implementation Committee, SMU, 2018
- Member, MBA curriculum review committee, SMU, 2018
- Member, Faculty Taskforce, SMU, 2018
- Member, LKCSB Operations Excellence taskforce, SMU, 2015
- Member, SMU Scholars Programme Taskforce, 2015
- Member, SMU-X steering committee, SMU, 2014-2015
- Office of Business Improvement Steering Committee - Member and Academic Advisor to programme and multiple projects, SMU, 2012-2017
- Chair, Recruitment Committee, Operations Management Area, SMU-LKCSB, August 2011 – December 2014
- Board member, Green Transformation Lab, 2013-2014
- Member, SMU Senate and SMU Senate teaching sub-committee, SMU, 2012 - 2013
- Member, AACSB Assurance of Learning Standing Committee, SMU-LKCSB, February 2011 - 2014
- Member, MBA Admissions Committee, SMU-LKCSB, August 2012 - 2013
- Member, MBA Admissions Committee, INSEAD, 2004 - 2007

### **Conference Programme Committee and Advisory Services**

- National Technology Enhanced Learning Conference @SUTD, 2022, Organizing Committee, member
- Member and Panel Moderator, Conference committee , 12th International Conference of the Society for Global Business and Economic Development (SGBED) - Organized at SMU, 21 July 2011 - 23 July 2011

### **Other Services**

- Course coordinator – Business Processes - BBA core course - SMU-LKCSB, 2010-2013
- Sourcing International Internship Opportunities for SMU Students - Infineon Munich (2 internships) – SMU, 2012-2013
- SMU - Creating Internship Opportunities for SMU Students - SingHealth (2 Undergraduate) - 2010-2011
- SMU - Course Coordination, OPIM 201 Business Processes Core Course, Sept 2008 till 2012

- UOB-SMU Entrepreneurship Alliance Centre - Faculty Advisor - MindEdge project - 2010
- SMU - Creating Internship Opportunities for SMU Students - Givaudan (1 MBA, 2 Undergraduate) - 2009-2010
- SMU - Creating Internship Opportunities for SMU Students - Schering-Plough (4 MBA), Givaudan (1 MBA, 1 Undergraduate), Katoen Natie (2 Undergraduate) - 2008-2009
- INSEAD - Supply Chain Management Programme, Programme Director (Singapore), 2008
- INSEAD - Externally Funded Research: Obtained funding for and produced two well-received research reports for BASF New Ventures Group - 2005-2006
- INSEAD - Executive Education, International Project Management Programme, Programme Director (Singapore), Programme co-director (Singapore, Fontainebleau), 2002-2003

### **Courses Taught - Undergraduate**

- Managing Process Improvement (MGMT317; new Operations Management Elective with real-world projects and students earning Six Sigma Green Belts), 2011 - now
- Operations Strategy (OPIM319; new Operations Management Elective), 2009 – 2013; 2020-now
- Sustainable Operations (OPIM318; new Operations Management elective), 2008 - 2015
- Business Processes (OPIM201; BBA core course), 2009 - 2012
- Success Factors for Healthcare Quality Improvement (IDST300: Independent Study; 2 students at SingHealth), January 2011 - July 2011
- Sales & Operations Planning Processes in Innovation-Driven, Finish-To-Order Environments (IDST300: Independent Study; (2 students at Givaudan), January 2010 - May 2010

### **Courses Taught – Masters / Doctors / Postgraduate**

- Supply Chain Innovation (co-instructor), SMU DBA Programme, 2016-now
- Operations Excellence and Quality Management - SMU-SingHealth Graduate Diploma in Healthcare Management and Leadership- 1.5 or 1 day modules, 9 times, 2010 - 2021
- Team Projects (capstone course), IE-SMU MBA Programme, 6 Sections, 2014-2020
- Project Management, IE-SMU MBA Programme, 6 Sections, 2014-2019
- Operations Management, IE-SMU MBA Programme, 1 Section, 2014-2015
- Managing Business Operations - SMU MBA Programme - 2 Terms, 2012-2013
- Business Processes - Student Project Supervision (1 student) - SMU MBA Programme, August 2010 - November 2010

- Business Process Transformation, SMU MBA Programme, May 2009 - June 2009
- Managing Service Operations, Global MBA Program, Korea University Business School, 2008
- Competitive Supply Chains - INSEAD MBA Program, 2006 - 2008
- Project Management - INSEAD MBA Program, 2001 - 2008
- Operations Strategy - INSEAD MBA Program, 2003 - 2004
- Process & Operations Management - INSEAD MBA Program, 2001 - 2006

### **Executive Teaching**

- Ethics in Higher Education, United Board Fellows Programme, ½ day module once a year, 2021-2023
- Sustainable Supply Chains (or related), various open enrollment and customized programmes, ½ day module, 10 times, SMU Executive Education, 2016-2022
- Capital Investments and Supply Chain Transformation, Suntory Supply Chain Excellence Leadership, 0.25 day module, 2021
- Xcelerate your Business through Process Improvements, ABN-AMRO, 1 day module, 1 time, 2018
- SMU Operations Management for Sustained Competitiveness, GENS-SMU IR Management Cross-Cultural Exchange Programme, 1 day module, 3 times, 2014-2016
- Operations Excellence, SOS International, 1 day module, 4 times, SMU Executive Education, 2011 – 2015
- Operations Excellence, SMU-SingHealth Performance Leadership Programme (1 day), 4 times, 2009 - 2013
- Service Operations Excellence, Health Promotion Board, SMU Executive Education(1 day), 2013
- Productivity in the Construction Industry, SMU - BCA Executive Programme, Panel Moderation (1/2 day), 2 times, 2010 - 2012
- Science of Productivity, SMU-SNEF CEO Seminar (1/2 day), co-taught with Prof. A. Dimian, 2 times, 2010 - 2012
- Operations Management During Ramp-Up, Katoen Natie Strategy Seminar (1/2 day custom programme), 11 December 2009
- Supply Chain Management, INSEAD Executive Education, 2005 - 2009
- Project Management, INSEAD Executive Education , 2001 - 2006
- Operations Management, INSEAD Executive Education, 2001 - 2006

### **Consultancy & Coaching**

- GENS-SMU IR Management Cross-Cultural Exchange Programme, Student team project coach, 3 teams, 2014-2016
- Estée Lauder, Singapore - Asian Supply Chain Workshop - Participation and Facilitation, October 2010
- Givaudan, Jakarta, Indonesia, Executive Briefing on Sales and Operations Planning - Presentation and Facilitation, Client: Head of Supply Chain Asia, May 2010 - May 2010

- Orica, Melbourne, Supply Chain Benchmarking Workshop - Presentation and Participation - 2 days, August 2008 - August 2008
- Ameron International, Operations Excellence (Action Based Learning), 3 days, August 2008
- Lithium Battery Industry: Opportunities for Entry by Material Producers (for large chemical producer) - Demeester, L., R. Verma., 2008
- Investing in technical nutrients. INSEAD Research Report (sponsored by BASF) - Demeester, L., R. Keen, 2006
- Strategic options for participation in the rapid manufacturing industry. INSEAD Research Report (sponsored by BASF) - Demeester, L., A. Kloeden, 2005
- PricewaterhouseCoopers (now IBM Business Consulting Services), Los Angeles. Promoted to Principal Consultant in 2000. Projects: design and implementation of operations for digital television, design and implementation of digital asset and workflow management systems, 1997 - 2000
- Arthur D. Little, Brussels. Projects: Manufacturing Benchmarking, ERP Programme Management, R&D Portfolio Analysis, 1995 - 1996
- Storage Systems Division, IBM, San Jose. Design and implementation of a production control system for a wafer fabrication facility. Cycle time in facility reduced by up to 50%, 1992 - 1992
- Systems Service, SIEMENS, Belgium. Use of computer simulation to estimate the operational impact of the merger of the field services of SIEMENS and NIXDORF., 1990 - 1990

### **Master and Doctoral Student Supervision**

- Doctoral Thesis Committee Chair for Bhoovarahan Thirumalai Nambakkam, DBA SMU (graduated 2025)
- Doctoral Thesis Committee Chair for Prashant Saran, DBA SMU (graduated 2023)
- Doctoral Thesis Committee Member for Neo Kin Kah, DBA SMU (2018)
- Master Thesis Co-Supervisor for Lu Keyu (Co-supervisor: Ding Qing) - Topic: Remanufacturing and take-back pricing, 2009 - 2010
- Master Thesis Committee Member for Lim Shu Jian (Supervisor: Sharafali Moosa), 2009 - 2010
- Master Thesis Committee Member for Shen Xian (Supervisor: Onur Boyabatli), 2009 - 2010
- Master Thesis Committee Member for Jason Nguyen (Supervisor: Onur Boyabatli), 2009 - 2010

### **Research Interests**

- Operations Strategy
- Process Design and Improvement
- Sustainable Operations

## Journal Articles

1. "Technology-enhanced personalized learning: Lessons from online teaching at three South-East Asian universities", by Kiran, K., Saat, R. M., Demeester, L., Lew, M. D. N., Neo, W. L., Pausawasdi, N., & Nopparatjamjomras, T. R. (2025). *Contemporary Educational Technology*, 17(2), ep567.
2. "The role of operations executives in strategy making", by DEMEESTER, Lieven; DE MEYER, Arnoud; GRAHOVAC, Jovan, 11/2014, *Journal of Operations Management*, 32, 7-8, 403 - 413, <http://doi.org/10.1016/j.jom.2014.09.006>. (Published, Peer-Reviewed)
3. "Plant networks for processing recyclable materials", by DEMEESTER, Lieven; QI, Mei; Van Wassenhove, Luk N., 08/2013, *Manufacturing and Service Operations Management*, 15, 4, 670 - 688, <http://doi.org/10.1287/msom.2013.0437>. (Published, Peer-Reviewed)
4. "Managing learning resources for consecutive product generations", by DEMEESTER, Lieven; QI, Mei, 02/2005, *International Journal of Production Economics*, 95, 2, 265 - 283, <http://doi.org/10.1016/j.ijpe.2004.01.005>. (Published, Peer-Reviewed)
5. "Organic production systems: What the biological cell can teach us about manufacturing", by DEMEESTER, Lieven; EICHLER, Knut; LOCH, Christoph H., 03/2004, *Manufacturing and Service Operations Management*, 6, 2, 115 - 132, <http://doi.org/10.1287/msom.1030.0033>. (Published, Peer-Reviewed)
6. "Inventory reduction and productivity growth: Linkages in the Japanese automotive industry", by LIEBERMAN, Marvin B.; DEMEESTER, Lieven, 04/1999, *Management Science*, 45, 4, 466 - 485, <http://doi.org/10.1287/mnsc.45.4.466>. (Published, Peer-Reviewed)
7. "The empirical determinants of inventory levels in high-volume manufacturing", by LIEBERMAN, Marvin B.; HELPER, Susan; DEMEESTER, Lieven, 03/1999, *Production and Operations Management*, 8, 1, 44 - 55, <http://doi.org/10.1111/j.1937-5956.1999.tb00060.x>. (Published, Peer-Reviewed)
8. "Reducing cycle time at an IBM wafer fabrication facility", by DEMEESTER, Lieven; TANG, Christopher S., 03/1996, *Interfaces*, 26, 2, 34 - 49, <http://doi.org/10.1287/inte.26.2.34>. (Published, Peer-Reviewed)

## Book Chapters

1. "Developing and evidencing attainment of graduate learning outcomes through an institution-wide feedback system", in "Learning with Technologies and Technologies in Learning - Experience, Trends and Challenges in Higher Education" edited by Michael E. Auer, Andreas Pester and Dominik May, published by Springer (with M. Lew, Y. Zhuo, and V. Shankararaman), 2022
2. "Entrepreneurial Leadership in Age-Diverse Innovation Teams as Driver of Effective Innovation Outcomes: Towards a Model", Thomas Menkhoff, Kan Siew Ning, Hans-Dieter Evers and Chay Yue Wah

(eds.), Living in Smart Cities: Innovation and Sustainability, World Scientific Publishing (with T. Menkhoff, J.Chin, P. H. M. Loh), pp. 341-363, 2018

3. "Mathematical Models in IC Manufacturing", by Tang, C.S.; DEMEESTER, Lieven, 01/1993, In Perspectives in Operations Management, <http://worldcat.org/isbn/9780792392637>. (Published)

### **Teaching Case Studies**

1. "Urban Manufacturing: When Manufacturing in the City Adds Value", by S. BHATTACHARYA, Lieven DEMEESTER, and A. DE MEYER, Singapore Management University, 2022
2. "Monnikenheide", available in Case Centre through Ivey Publishing, by Mei Qi and L. Demeester, 2014
3. "DHL Envirosolutions: End-of-life management services for E-waste.", available in Case Centre, with teaching note, through SMU, by Lieven DEMEESTER and C. Dula, 2014
4. "Internal Revenue Authority Singapore (IRAS)", available in Case Centre through INSEAD, by Lieven DEMEESTER, K.VANDENBERGHE, and G. BLACKWOOD, 2002
5. "Knowledge Dynamics. INSEAD case.", available in Case Centre through INSEAD, by Lieven DEMEESTER, M. PICH, G. BLACKWOOD, and C. CHAN, 2002
6. "Allied Signal Aerospace repair & overhaul (Singapore) (A, B, C).", available in Case Centre through INSEAD.", by C. CHUA, Lieven DEMEESTER, and M. PICH, 2001
7. "Celebrity Sightings. INSEAD case.", by Lieven DEMEESTER, A. DE MEYER, and S. DUTTA, 1998

### **Working Papers**

1. "The Revival of Urban Manufacturing", with S. Bhattacharya and A. De Meyer submitted to Management and Business Review in Q2 2024. Asked to revise and resubmit.
2. "On Unraveling Student Resilience and Academic Performance in Higher Education" (with A. Gunawan, E.P. Lim, J. Foo and W. Tov)
3. "Implementation of Sales and Operations Planning: A Case Study in the Food Processing Industry ", by Lieven DEMEESTER, Joel Zhi Hao NG, Balaji PADMANABHAN, and Fiona POH, rejected after two revisions for International Journal of Physical Distribution and Logistics Management, 2020

### **Conference and Workshop Presentations**

1. "Role of Operations Executives in Strategy Making", by Lieven DEMEESTER, A. DE MEYER, and G. GRAHOVAC, POMS, Singapore, July 2014
2. "Cross-Functional Coordination through Sales and Operations Planning", by Lieven DEMEESTER, Joel NG, Balaji PADMANABHAN,

- and Fiona POH, 06/2011, SMU Operations Management Summer Camp, Singapore
3. "Inventory control and pricing in remanufacture newsvendor problem", by Lieven DEMEESTER, Qing DING, Keyu LU, and Brian RODRIGUES, 06/2010, INFORMS Revenue Management and Pricing Section Conference, Cornell University, USA
  4. "Organic production systems: An emerging operations strategy?", by Lieven DEMEESTER, 11/2007, INFORMS Annual Meeting, INFORMS Annual Meeting, Seattle, Invited Session
  5. "Organic Production Systems: What the Biological Cell Can Teach Us about Manufacturing", by Lieven DEMEESTER, 11/2005, INFORMS, Annual Meeting, INFORMS, Annual Meeting, San Francisco
  6. "The Role of Operations Executives in the Process of Strategy – A Contingency Theory", by Lieven DEMEESTER, 08/2005, Academy of Management Annual Meeting, Academy of Management, Annual Meeting, Honolulu, Hawaii
  7. "The Role of Operations Executives in the Process of Strategy – A Contingency Theory", by Lieven DEMEESTER, 04/2005, POMS Annual Conference, POMS Annual Conference, Chicago
  8. "The Role of Operations Executives in the Process of Strategy – A Contingency Theory", by Lieven DEMEESTER, 08/2003, Academy of Management, Annual Meeting, Seattle
  9. "The Role of Operations Executives in the Process of Strategy – A Contingency Theory", by Lieven DEMEESTER, 11/2001, INFORMS Annual Meeting, Miami
  10. "Managing Learning Resources for Consecutive Product Generations", by Lieven DEMEESTER, 06/2001, EURO 2001, Erasmus University, Rotterdam
  11. "Managing Process Improvements for Successive Generations of High Tech Products", by Lieven DEMEESTER, 1994, ORSA/TIMS Annual Meeting, Detroit
  12. "Cycle Time Reduction at an IBM Wafer Fabrication Facility", by Lieven DEMEESTER, 1992, ORSA/TIMS Annual Meeting, San Francisco

#### **Invited Academic Talks, Lectures and Panels**

1. "Inventory control and pricing in remanufacture newsvendor problem", by Lieven DEMEESTER, Qing DING, Keyu LU, and Brian RODRIGUES, 07/2010, The Hong Kong University of Science and Technology
2. "Inventory control and pricing in remanufacture newsvendor problem", by Lieven DEMEESTER, Qing DING, Keyu LU, and Brian RODRIGUES, 07/2010, The Chinese University of Hong Kong, Hong Kong
3. "Inventory control and pricing in remanufacture newsvendor problem", by Lieven DEMEESTER, Qing DING, Keyu LU, and Brian RODRIGUES, 07/2010, Huazhong University of Science and Technology, Wuhan, China
4. "Organic production systems: An emerging operations strategy?", by Lieven DEMEESTER, 06/2008, Judge Business School, Cambridge University

5. "Organic production systems: An emerging operations strategy?", by Lieven DEMEESTER, 01/2008, Korea University Business School, LSOM Research Seminar
6. "Organic production systems: An emerging operations strategy?", by Lieven DEMEESTER, 11/2007, Singapore Management University, Lee Kong Chian School of Business, Operations Management Seminar
7. "The role of operations executives in strategy making", by Lieven DEMEESTER, 04/2007, National University of Singapore, Symposium on Operations Management and Management Science
8. "The Economics of Organic Production System", by Lieven DEMEESTER, 11/2006, National University of Singapore, Decision Sciences Seminar Series
9. "The Role of the Operations Function in Strategy", by Lieven DEMEESTER, 05/2002, INSEAD, Technology Management Seminar
10. "Inventory Reduction and Productivity Growth: Linkages in the Japanese Automotive Industry", by Lieven DEMEESTER, 2001, INSEAD, Technology Management Seminar
11. "Continuous Improvements in Manufacturing", by Lieven DEMEESTER, 1995, The Wharton School of the University of Pennsylvania
12. "Continuous Improvements in Manufacturing", by Lieven DEMEESTER, 1995, University of Michigan Business School

### **Editorial Duties**

- Ad Hoc Referee – Productions and Operations Management Society – 2015-2017
- Ad Hoc Referee - Manufacturing & Service Operations Management, 2004 - 2011
- Ad Hoc Referee - European Journal of Operational Research , 2004 - 2004
- Ad Hoc Referee - Management Science, 2001 - 2001

### **Scholarships**

- Research Fellowship, Center of Technology Management, Anderson School of Management, UCLA., 1991 - 1994
- Smith Memorial Fellowship, Anderson School of Management, UCLA., 1990 - 1990