

DAVID GOMULYA

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CURRICULUM VITAE

Singapore Management University
Lee Kong Chian School of Business
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[GOMULYA, David | SMU Faculty Directory](#)

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BIOGRAPHY

David GOMULYA is an Associate Professor of Strategy and Entrepreneurship with tenure and Lee Kong Chian Fellow at Lee Kong Chian School of Business (LKCSB) at Singapore Management University. He holds a PhD in Technology Entrepreneurship and Strategic Management from the Michael G. Foster School of Business at the University of Washington, Seattle. Prior to joining LKCSB, he was a faculty member at Nanyang Business School and prior to that he had worked for more than seven years across various functions in multiple industries, including start-ups. David has completed Chartered Financial Analyst (CFA) examinations. His research centers on strategy, entrepreneurship, and organizations. His research aims to address major challenges that confront society and the world in the foreseeable future: the sustainability and creation of opportunities through corporate governance and entrepreneurship. For example, to make timely and meaningful contributions through research, his research examines the aftermath of the Global Recession of 2008, other corporate scandals, and the reputational sustainability in start-up community.

David has published in top-ranked journals such as Academy of Management Journal, Strategic Management Journal, Journal of Applied Psychology, and Academy of Management Best Paper Proceedings. His paper has won the McGraw-Hill/Irwin Distinguished Paper Award. David is also a recipient of 2016 Nanyang Business School Research Excellence Award and other awards and recognitions including University of Washington's President Top Scholar Award, Lee Kuan Yew Gold Medal, and Institute of Engineers Gold Medal. To date he has won various competitive grants including Singapore Ministry of Education grant for a total of around SGD 557 thousands. Throughout his academic life, he has also won 10 book prizes. He is regularly invited to review for top journals in his field and sits on the Editorial Review Board of such journals. He also regularly reviews for and presents in top conferences. David teaches undergraduates, Master, and Doctoral students as well as senior executives in Executive Education and regularly supervises PhD students.

ACADEMIC POSITIONS

Mar-Jun 2026	Visiting Faculty at University College London (UCL) (competitive application and selection by UCL faculty members)
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DAVID GOMULYA

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Jun 2022 – Jun 2025 Lee Kong Chian Fellow
Singapore Management University

Jun 2020 – May 2022 Lee Kong Chian Fellow
Singapore Management University

Jan 2020 - Present Associate Professor with tenure
Strategy and Organization
Lee Kong Chian School of Business, Singapore Management University

Jan 2018-Dec 2019 Assistant Professor
Strategy and Organization
Lee Kong Chian School of Business, Singapore Management University

Sep 2011 – Dec 2017 Assistant Professor
Division of Strategy, Management and Organization
Nanyang Business School, Nanyang Technological University

EDUCATION

2006-11 Michael G. Foster School of Business, University of Washington
PhD in Strategic Management and Technology Entrepreneurship

2006-8 Michael G. Foster School of Business, University of Washington
Master of Science (S.M.) in Business Administration

2005-6 Chartered Financial Analyst (CFA) Level 2

2001-1 Singapore - MIT Alliance (SMA) (web.mit.edu/sma/)
Master of Science (S.M.) in Innovative Manufacturing Systems and
Technology (IMST)
Graduated Summa Cum Laude with GPA: 5/5.
Valedictorian; Topped cohort of 150 students

1997-2000 Nanyang Technological University, Singapore
Bachelor of Engineering in Mechanical and Production Engineering with First Class
Honor
Major: Management Science and Engineering
Received full scholarship from Singapore Ministry of Education
Received Lee Kuan Yew Gold Medal and Institute of Engineers Gold Medal

A. RESEARCH

	Google Scholar
Data as of	4 August 2025
Number of citations	1196
h-index	11
i10-index	12

JOURNAL ARTICLES PUBLISHED

Mishina, Y., Yu, M., & Gomulya, D. (2025). ""Woulda Shoulda Coulda?: The Impact of Predictive, Prescriptive, and Prospective Expectations on Stakeholder Reactions." *Academy of Management Journal*. Forthcoming.

Zhefei, L. *, Gomulya, D., & Wang, H. (2025). "Trading with the Enemy: A Coopetitive Perspective of Resource Exchange at Arm's Length." *Strategic Management Journal*. Forthcoming. (* = SMU PhD graduate).

Huang, D.D., Tsui, L.S., Dieleman, M., & Gomulya, D. (2023). "Politically Connected EMNCs in a (De)globalizing World: A Review and Future Research Directions." *International Business Review*.

Kang, E., Thosuwanchot, N., & Gomulya, D. (2023). "Mitigating industry contagion effects from financial reporting fraud: A competitive dynamics perspective of non-errant rival firms exploiting product-market opportunities." *Strategic Organization*, 14761270211025947.

Park, D., Boeker, W., & Gomulya, D. (2020). "Political ideology of board members affects CEO dismissal following financial misconduct." *Strategic Management Journal*, 41(1), 108-123.

Gomulya, D., Jin, K., Lee, P., & Pollock, T. (2019). "Crossed wires: Endorsement signals and the effects of IPO firm delistings on Venture Capitalist' reputations." *Academy of Management Journal*, 62(3): 641-666. Lead article.

Chan, R., Park, D., Pattel, P., & Gomulya, D. (2018). "Reward-based crowdfunding success: Decomposition of the project, product category, entrepreneur, and location effects." *Venture Capital*, 20(3): 285-307.

Park, H., Howard, M., & Gomulya, D. (2018). "When does acquisition lead to breakthrough knowledge creation?" *Journal of Management Studies* Special Issue on Knowledge Worker Mobility in Context, 55(1): 86-107.

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Gomulya, D.*, Wong, E.*, Ormiston, M.E., & Boeker, W. (2017). "The face of the next leader: The role of facial structure and perceptions of trustworthiness on CEO selection." *Journal of Applied Psychology*, 102(4): 617. (*shared equal first authorship).

An earlier version of this paper was accepted for the Annual Meeting of Academy of Management Best Paper Proceedings, Vancouver, Canada.

Gomulya, D., & Mishina, Y. (2017). Signaler credibility, signal susceptibility, and relative reliance on signals: How stakeholders change their evaluative processes after violation of expectations and rehabilitative efforts. *Academy of Management Journal*, 60(2): 554-583.

Gomulya, D., & Boeker, W. (2016). Reassessing board member allegiance: CEO replacement following financial misconduct. *Strategic Management Journal*, 37(9): 1898–1918.

An earlier version of this manuscript: "Gomulya, D. (2010) Don't Blame Me: The Effects of CEO Power, Board Affiliation, and Sarbanes-Oxley on CEO Turnover Following Financial Misrepresentation" won the 2011 McGraw-Hill/Irwin Distinguished Paper Award and Best Paper Award in the Ethics track.

Gomulya, D., & Boeker, W. (2014). "How firms respond to financial restatement: CEO successors and external reactions." *Academy of Management Journal*, 57(6): 1759-1785.

An earlier version of this paper was nominated for the "Conference Best Paper Award" at the 2012 Strategic Management Society Conference, Prague.

Gomulya, D. (2012). "Discerning the effects of timing of different alliances: Similarities and differences on new-venture survival." *Frontiers of Entrepreneurship Research*, 517. Babson College.

Chan, K. Y., Ho, M-H. R., Chernyshenko, O., Bedford, O. A., Uy, M. A., Gomulya, D., Sam, E. Y., & Phan, J. W. (2012). "Entrepreneurship, professionalism, leadership: A framework and measure for understanding boundaryless careers." *Journal of Vocational Behavior*, 81(1): 73-88. (5-year impact factor: 3.195).

PROCEEDINGS AND BOOK CHAPTERS

Jin, K., Lee, P. & Gomulya, D. (2024). "VC firm reputation." *Palgrave Encyclopedia of Private Equity*.

Gomulya, D., Tsui-Auch, L. S., & Huang, D. (2017). "Beyond globalizing POEs and SOEs: Multiple-level framing of core illegitimacy attributes." *Annual Meeting of Academy of Management Best Paper Proceedings, Atlanta, GA*.

Gomulya, D.*, Wong, E.*, Ormiston, M.E., & Boeker, W. (2015). "The face of the next leader: The role of facial structure and perceptions of trustworthiness on CEO selection." *Annual Meeting of Academy of Management Best Paper Proceedings, Vancouver, Canada*. (*shared equal first authorship).

Howard, M., Nance, D., Gomulya, D., & Park, H. (2014). "Accounting for CEO characteristics: The failure to utilize innovation from technology acquisitions." *Annual Meeting of Academy of Management Best Paper Proceedings, Philadelphia*.

Gomulya, D. & Kotha, S. (2013). "Mediation and moderation of resource, action, and survival: Resource readiness and emergent effect." *Annual Meeting of Academy of Management Proceedings, Lake Buena Vista, FL*.

Chen, D.H.W. & Gomulya, D. (2016). "Antecedents of Chinese cross-border M&As: A study in core stigma and its role in determining M&A success." *Proceedings of the URECA@NTU 2015-16*, Nanyang Technological University.

Ren, S.L.T. & Gomulya, D. (2016). "Uncovering Core Stigma in U.S. Merger and Acquisitions." *Proceedings of the URECA@NTU 2015-16*, Nanyang Technological University.

Gomulya, D. et al. (2015). "Entrepreneurship in Singapore." In S. Sindakis & C. Walter (Eds.), *The Entrepreneurial Rise in Southeast Asia*, 9781137378675. Palgrave Macmillan.

Thiruneeran & Gomulya, D. (2015). "Impression offsetting efforts of innocent firms in cases of restatement announcements by closely-matched competitors." *Proceedings of the URECA@NTU 2013-14*, Nanyang Technological University.

Foo, L. N. & Gomulya, D. (2015). "How matching firms respond to financial restatement: Impression offsetting to reduce spillover." *Proceedings of the URECA@NTU 2013-14*, Nanyang Technological University.

Looi, J. M. & Gomulya, D. (2015). "Impression management around critical events and firm performance." *Proceedings of the URECA@NTU 2013-14*, Nanyang Technological University.

Wang, Y. F. & Gomulya, D. (2015). "How restating firms use CEO replacement as an impression offsetting technique." *Proceedings of the URECA@NTU 2013-14*, Nanyang Technological University.

Chernyshenko, O. S., Uy, M. A., Gomulya, D., Wong, F. L. K., Ho, M. H. R., Lai, Y. Y., Chan, K. Y. & Bedford, O. (2013). *Global Entrepreneurship Monitor 2012 Singapore Report*. Singapore: Nanyang Technological University.

Chernyshenko, O.S., Gomulya, D., Phan, W.M., Lai, Y.Y., Ho, M.-H., Uy, M.A., Chan, K.Y. & Bedford, O. (2012). *Global Entrepreneurship Monitor 2011 Singapore Report*. Singapore: Nanyang Technological University.

DAVID GOMULYAdgomulya@smu.edu.sg**INVITED PRESENTATIONS**

In the following table I list the invited presentations I have made.

No.	Institution	Year	Presentation topic
36.	Tsinghua University, Beijing, China	29 Jun 2025	AMR Editorial Review Board Panelist
35.	Boston Consulting Group-X, Singapore	8 May 2025	Role of University in Singapore entrepreneurship ecosystem
34.	Lingnan University, Hong Kong, China	15 May 2025	GVC investment in China
33.	Petra Christian University, Surabaya, Indonesia	24 Apr 2025	Represent Singapore Management University and present on future citizen skills
32.	Institut Pertanian Bogor, Bogor, Indonesia	14 Apr 2025	Represent Singapore Management University and present on future citizen skills
31.	Institut Teknologi Bandung, Bandung, Indonesia	17 Feb 2025	Represent Singapore Management University and present on future citizen skills
30.	University of Padjajaran, Bandung, Indonesia	15 Nov 2024	Represent Singapore Management University and present on future citizen skills
29.	DNA Masterclass organized by TechInAsia (Singapore) and Sinar Mas Land, Jakarta, Indonesia	17 Aug 2024	Represent Singapore Management University and present on future citizen skills
28.	UC Riverside, CA, USA	12 Mar 2024	Timing of drug recall
27.	UC Irvine, CA, USA	8 Mar 2024	Timing of drug recall
26.	CEIBS, Shanghai, China	12 Dec 2023	CEO'S Farming Tradition Origins and Firm's Input to in-person interaction
25.	University St. Gallen, St. Gallen, Switzerland	10 Jul 2023	CSR and dividend comparison
24.	Waseda University, Tokyo, Japan	21 Jun 2023	Timing of drug recall
23.	INSEAD, Paris, France	26 May 2023	Timing of drug recall
22.	SMU Overseas Center, Jakarta, Indonesia	21 Mar 2023	Represent Singapore Management University and present on future citizen skills
21.	Kyoto University, Kyoto, Japan	25 May 2022	CSR, Financial misconduct and CEO dismissal
20.	Waseda University, Tokyo, Japan	18 May 2022	CSR, Financial misconduct and CEO dismissal
19.	Peking University, Beijing, China	25 Apr 2019	CEO succession following financial restatement
18.	University of New South Wales, Sydney, Australia	25 Feb 2019	Impact of culture on corporate perk consumption
17.	University of Sydney, Sydney, Australia	22 Feb 2019	CEO dominance and newly public firms' survival
16.	Mondelez International (formerly Kraft Foods Inc), Zurich, Switzerland	03 Oct 2018	Presentation to finance department on financial misrepresentation
15.	ETH, Zurich, Switzerland	02 Oct 2018	Start-up scaling challenges
14.	SMS Panel, Paris, France	23 Sep 2018	Invited panelist on signaling research
13.	AOM PDW, Chicago, USA	10 Aug 2018	Invited speaker on status and restatement research
12.	Southern Methodist University, Dallas, USA	25 Nov 2016	Window dressing and Initial Public Offering

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No.	Institution	Year	Presentation topic
11.	Singapore Management University, Singapore	02 Dec 2015	Window dressing and Initial Public Offering
10.	INSEAD, Singapore	2 Dec 2015	Signal susceptibility following a restatement
9.	National University of Singapore, Singapore	27 Nov 2015	Signal susceptibility following a restatement
8.	Texas A&M University, College Station, USA	18 Nov 2015	Review of restatement research
7.	University of Georgia, Athens, USA	16 Nov 2015	Review of restatement research
6.	Michigan State University, East Lansing, USA	13 Nov 2015	Review of restatement research
5.	SMS, Madrid, Spain	01 Oct 2014	Junior Faculty Development workshop
4.	SMS, Prague, Czech Republic	01 Oct 2012	Junior Faculty Development workshop
3.	National University of Singapore, Singapore	25 Sep 2010	Newly public firms' survival
2.	Nanyang Technological University, Singapore	23 Sep 2010	Newly public firms' survival
1.	Oregon State University, Corvallis, USA	15 Sep 2010	Newly public firms' survival

CONSORTIUM PARTICIPATION

2025	Mentor for <i>Academy of Management Review</i> at AMR development workshop, Beijing, China.
2023	Mentor for Junior Faculty Development workshop at STR division at <i>Annual Meeting of Academy of Management</i> , Boston, MA.
2020	Discussant in 2nd Research Workshop on The Nexus of Business and Government in the Global Economy, ESSEC Business School, Singapore, 6-7 March, 2020.
2019	Mentor for PhD students at ENT division at <i>Annual Meeting of Academy of Management</i> , Boston, MA.
2014	Junior Faculty Development workshop, SMS Madrid
2012	Junior Faculty Development workshop, SMS Prague
2010	Entrepreneurship Division, Academy of Management Annual Meeting, Montreal
2009	BPS Division, Academy of Management Annual Meeting, Chicago
2008	West Coast Research Symposium, Stanford, Palo Alto
2007	Kauffman Symposium on Entrepreneurship and Innovation Data, Kansas City
	Doctoral workshop in Entrepreneurship, organized by Georgia Tech, Georgia State and University of Minnesota
	New Doctoral Consortium, AOM, Philadelphia

MEDIA MENTIONS

2025	Fresh, niche and here to stay: Singapore's gourmet grocers adapt to changing tastes - CNA
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- 2023 Forbes. "Business Lessons On Rebuilding Your Reputation After A Scandal". Dec 4, 2023. (<https://www.forbes.com/sites/mattsymonds/2023/12/04/how-can-you-protect-yourself-in-the-face-of-scandal/>)
- 2021 Business Times. "SMEs adapt to survive as Covid hit turns to long-term business risks in endemic". Jun 28, 2021. (<https://www.businesstimes.com.sg/sme/unflappable-and-unstoppable-smes-adapt-and-pivot-to-survive>)
- 2019 Phys.org "Conservative boards more likely to dismiss CEO". Dec 4, 2019. (https://www.smu.edu.sg/sites/default/files/smu/news_room/smu_in_the_news/2019/Dec2019/Dec05/20191204-phys-News-Conservation.pdf)
- Eurek Alert. "Conservative boards more likely to dismiss CEO". Dec 3, 2019. (https://www.smu.edu.sg/sites/default/files/smu/news_room/smu_in_the_news/2019/Dec2019/Dec05/20191203-eurekalert-News-Conservative.pdf)
- Whitman Voices. "Political ideology of Board Members affects CEO dismissal following financial misconduct". Sep 16, 2019. (<https://voices.whitman.syr.edu/faculty-research/political-ideology-of-board-members-affects-ceo-dismissal-following-financial-misconduct#comment-13519>)
- 2018 Research@SMU Issue 57. "Venture capitalists' reputations take a hit when publicly listed companies they once endorsed fail". Aug 3, 2018.
- Singapore Management University Daily Alerts. "SBU Researcher Eyes Crowdfunding Success Factors." July 24, 2018.
- Innovateli. "SBU Researcher Eyes Crowdfunding Success Factors." July 23, 2018. (<http://www.innovateli.com/sbu-researcher-eyes-crowdfunding-success-factors/>.)
- Science Daily. "Retaining talent is paramount for successful firm acquisitions." March 5, 2018. (<https://www.sciencedaily.com/releases/2018/03/180305130649.htm>.)
- University of Texas, Dallas. "Study: Retaining Talent Is Paramount for Successful Firm Acquisitions." March 5, 2018. (<https://www.utdallas.edu/news/2018/3/5-32859-Study-Retaining-Talent-Is-Paramount-for-Successful-story-wide.html>.)
- Singapore Management University Daily Alerts. "Retaining Talent Is Paramount for Successful Firm Acquisitions." March 6, 2018.
- 2017 Business Times. "Choosing the next CEO - it's in the face." May 4, 2017. (<https://www.businesstimes.com.sg/opinion/choosing-the-next-ceo-its-in-the-face>.)
- Imperial College London, IB Knowledge. "How to rebuild your reputation after a scandal." April 20, 2017. (<https://www.imperial.ac.uk/business-school/knowledge/strategy-leadership/how-to-rebuild-your-reputation-after-a-scandal/>)

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- 2013 Singapore Business Review. "7 in 10 Singaporeans get the jitters in starting a business." May 1, 2013. (<http://sbr.com.sg/economy/news/7-in-10-singaporeans-get-jitters-in-starting-business>)
- Yahoo! Finance. "7 in 10 Singaporeans get the jitters in starting a business." May 1, 2013. (<http://sg.finance.yahoo.com/news/7-10-singaporeans-jitters-starting-075400798.html>)
- SingTel myBusiness TechBlog. "How startups can avoid growing pains". May 1, 2013. (<https://mybusiness.singtel.com/techblog/how-startups-can-avoid-growing-pains>)
- AlphaGalileo. "NTU study ranks Singapore No. 2 among world's top countries to start a business." (<http://www.alphagalileo.org/ViewItem.aspx?ItemId=130727&CultureCode=en>)
- NTU News Releases. "NTU study ranks Singapore No. 2 among world's top countries to start a business." April 30, 2013. (<http://media.ntu.edu.sg/NEWSRELEASES/Pages/newsdetail.aspx?news=61ef9594-5762-4e2f-9f56-a22733c1f70a>)

YOUTUBE INTERVIEWS

- 2020 Political ideology of board and CEO dismissal following financial misconduct (<https://www.youtube.com/watch?v=P7ew1aJjsdY>)
- 2017 How do stakeholders react when a firm violates their expectations? (<https://www.youtube.com/watch?v=as8RWSQ5f6I>)

RESEARCH GRANTS

The following table lists the research grants I have been awarded in reverse chronological order and how they are relevant to past and future research.

No	Name of grant	Role	Year awarded	Amount awarded	Past usage	Future usage
11.	SMU Visiting Faculty Exchange grant	Visiting University College London	2025	SGD 35,000 or USD 26,515		To visit UCL
10.	Ministry of Social and Family Development via NATIONAL VOLUNTEER AND PHILANTHROPY CENTRE	Co-Principal Investigator	2024	SGD 200,000 or USD 151,515	Spent SGD 100,000 so far for Board Leadership Study and CSR to determine	More data collection and analyses as needed

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No	Name of grant	Role	Year awarded	Amount awarded	Past usage	Future usage
	(https://nvpc.org.sg/about-nvpc/)				how companies choose to allocate resources into CSR initiatives.	
9.	MOE Science of Learning	Principal Investigator	Submitted in 2025; Selected as one of three proposals to be submitted to MOE	SGD 386,100 or USD 292,500	Submission did not go through to the full submission stage	
8.	MOE Tier 2	Principal Investigator	Submitted in Aug 2023; received support from DEC and Provost Office	SGD 443,128 or USD 335,703	Submission was rejected	
7.	Lee Kong Chian Fellowship	Fellowship recipient	2022-23	SGD 20,000 or USD 15,151	To support new research initiatives	Completed
6.	Lee Kong Chian Fellowship	Fellowship recipient	2020-21	SGD 30,000 or USD 22,727	To support new research initiatives	Completed
5.	2 nd Singapore Ministry of Education Tier 1 Research Grant	Co-Principal Investigator	2017-2022	SGD 71,650 or USD 54,280	To collect data on board movement	Completed
4.	Dean's Research Grant Award	Principal Investigator	2016-2017	SGD 50,000 or USD 37,879	To purchase data from Dow Jones VentureSource	Completed

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No	Name of grant	Role	Year awarded	Amount awarded	Past usage	Future usage
3.	1 st Singapore Ministry of Education Tier 1 Research Grant	Principal Investigator	2015-2018	SGD 94,230 or USD 71,386	To fund PhD student (Dongdong) and his data collection	Completed
2.	NTU Start-up Research Grant	Principal Investigator	2011-2014	SGD 50,000 or USD 37,879	To collect data on restatement firms and newly public firms	Completed
1.	CFO Research Grant from Foster School of Business	Principal Investigator	2009	SGD 5,793 or USD 4,389	For pilot data collection of restatement firms	Completed
Total awarded				SGD 556,673 or USD 421,722		

Note: 1 USD = 1.32 SGD based on the last 365-day average as of 1 August 2025

B. TEACHING**TEACHING TRAINING AND RECOGNITIONS**

2024	Best Instructor Award for MSc in Entrepreneurship and Innovation
2023	Dean's Teaching Honour List Faculty for UG Term 2 (no UG teaching in Term 1)
2023	Dean's Teaching Honour List Faculty for PG Term 1 (no PG teaching in Term 2)
2021	Dean's Teaching Honour List Faculty for Term 2 (no teaching in Term 1)
2020	Dean's Teaching Honour List Faculty for both Terms
2016	Experiential Learning from David Kolb
2015	Case Method Teaching from Harvard
2014	Entrepreneurship Teaching from European Forum for Entrepreneurship Research

UNDERGRADUATE TEACHING EXPERIENCE

Entrepreneurship and Business Strategy
 Entrepreneurship in Asia, Global Summer Program
 Introduction to Entrepreneurship

MASTER TEACHING EXPERIENCE

Venture Building Experience 1: Entrepreneurial Mindset and Business Planning
 Venture Building Experience 2: Managing Team
 Venture Building Experience 3: Prototyping and Product Development

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Venture Building Experience 4: Go To Market

Entrepreneurship and Business Planning

Entrepreneurship and Intrapreneurship

Management in Asia

Master of Science in Technopreneurship and Innovation at Nanyang Technopreneurship Center

Supervised 1 Master student (Samuel Tan Teck Meng, Jr.) and placed him in

University of California, Berkeley, PhD program starting Academic Year

2013-2014; now a tenure-track faculty at Singapore Management

University.

DOCTORAL TEACHING EXPERIENCE

Innovation Commercialization

Research Seminar in Innovation and Intrapreneurship

Innovation Strategy

Chairperson: Sean LIM Chee Peng, Singapore Management University, DBA student

SUNG Joo Tae, Singapore Management University, DBA student

Deepika Aniruddha DESHPANDE, Singapore Management University

PhD in GM student

Huang Dongdong, Nanyang Business School PhD student in Strategy,

Management, and Organization

Thesis committee member:

WANG Bin, Singapore Management University-SJTU DBA student

Vincent LIM Boon Seng, Singapore Management University, PhD in GM student

Nimisha KESARWANI, Singapore Management University PhD in GM student

HUI Ching Lau, Singapore Management University-CKGSB DBA student

NEO Kok Beng, Singapore Management University, DBA student

CHEN Xiao Ying, Singapore Management University-CKGSB DBA student

Edson KIEU, Singapore Management University, PhD student in Strategy and Organization.

Tong (Tony) LI, Singapore Management University, PhD student in Strategy and Organization.

Tracy Li Zhefei, Singapore Management University, PhD student in Strategy and Organization.

EXECUTIVE DEVELOPMENT TEACHING EXPERIENCE

Program Director and Instructor on Strategy for United Board under SMU Executive Education

Strategic Thinking and Business Acumen for SMU Academy

Program Director, Ortho Clinical Diagnostics (NASDAQ: OCDX)

Invited Speaker, Leadership Program for Future Senior Directors of the Central Bank of

Indonesia with School of Business and Management, Institut Teknologi Bandung

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Sustainability, Sustainability for Great Eastern Leader program, largest insurance company in Southeast Asia
VinGroup, largest conglomerate in Vietnam
Maybank, leading Malaysian bank

CASE STUDY WRITING

2025 Benjamin Chee: Singapore luxury watch maker (In progress)
2023 EyRIS: AI for Eye-Disease Screening. SMU case study. Co-authored with Steven MILLER and Mahima RAO-KACHROO, listed in Harvard Business Review Publishing. <https://store.hbr.org/product/eyris-ai-for-eye-disease-screening/054SMU>
2021 Honestbee: Adding a Brick and Mortar Store to its Online Business. SMU case study. Co-authored with TAN Wee Liang and CHAN Chi Wei

Evie.AI. SMU case study. Co-authored with LIM Wee Kiat and Damien JOSEPH

STARTUPS FOUNDED FROM MY CLASS (Monitored since 2021; select list only for brevity)

TAVATAR. AI firms to increase office efficiency. Founded by David Sun Yang. SMU MEI student in 2024-5

WiseCart.AI. This platform leverages chatgpt and google data api to allow AI based interactive shopping chatbot. Founded by Jaka Bavdek, SMU MiM student in 2023-4 T1.

Miea Health. MIEA sends you daily monitoring reminders on WhatsApp and keeps your blood pressure in check, sending your caregiver weekly reports on your metrics. Founded by Ho Whei Chern, SMU MI student in 2022-3. Incubated in SMU BIG as of March 2023.
<https://www.mieahealth.com/>

PARKA. A music label for aspiring artists with a new business model whereby artists can get free recording in exchange of future royalty sharing. Founded by Dominic Yuan, SMU UG student in 2021-22. Incubated in SMU BIG as of Jul 2022.
<https://www.linkedin.com/company/weareparka?originalSubdomain=sg>

DashQart. A headless checkout tech startup. Founded by David Stephen Santa Maria, SMU MBA student in 2020-21. Incubated in SMU BIG as of Jul 2022.
<https://www.linkedin.com/in/davidstephenstamaria/>

Quest for Hero. A startup to match freelancers and users. Founded by Evan CHOW Jing Heng, SMU undergraduate student in EBC 2020-21 Term 2. Has received funding of SGD 30,000 as of Oct 2021. <https://www.linkedin.com/in/evan-chow/?originalSubdomain=sg>

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Evren. A startup to simplify IT processes and securities to improve work processes. Founded by Gaurav NAGAR, SMU MBA student in 2019-20 Aug term. Has received funding of SGD 30,000 as of Oct 2021. <https://www.linkedin.com/in/evan-chow/?originalSubdomain=sg>

C. SERVICE

PROFESSIONAL SERVICE AND MEMBERSHIP

- Associate Editor
 - *Strategic Organization* (starting July 2024)
- Editorial Review Board Member: (alphabetical)
 - *Journal of Management* (starting July 2020)
 - *Organization Science* (starting October 2021)
 - *Academy of Management Review* (starting Dec 2022)
- Ad-hoc reviewer (alphabetical; present and past)
 - *Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Entrepreneurship Theory and Practice, European Accounting Review, European Management Journal, Hong Kong Research Grant Council, IEEE, Journal of Business Ethics, Journal of Business Venturing, Journal of Management, Journal of Management Studies, Management and Organization Review, Organizational Behavior and Human Decision Processes, Organization & Environment, Organization Science, Strategic Entrepreneurship Journal, Strategic Management Journal, Academy of Management Annual Meeting, Strategic Management Society Annual Meeting*
- Singapore Management University
 - 1 July 2022 to 31 June 2025: Academic Director, Master of Entrepreneurship and Innovation, Singapore Management University.
 - 1 April 2024, to 31 March 2025: Chair of Faculty Advancement Committee of Singapore Management University Faculty Senate
 - 1 April 2022, to 31 March 2024: Executive Committee member of Singapore Management University Faculty Senate
 - 2024-25: Represent Singapore Management University in different information session in Indonesia
 - 2018-20: Area seminar coordinator, Postgraduate Fair outreach for PhD Program, Entrepreneurship major committee member, Undergraduate admission class interviews, Undergraduate admission outreach, Commencement ceremony faculty participant, LKCSB Scholarship Committee, MBA Mentor for Kellogg-Morgan Stanley Sustainable Investing Competition, DBA thesis committee members, Faculty search committee member.
 - 2018: Speaker coordinator, Singapore Management University.
 - 2018: Interviewed incoming students at LKC Business School, Singapore Management University.
- Nanyang Technological University

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- 2011-2017: Supervised 10 students of Nanyang Business School Professional Attachment program
- 2011-2017: Participated in Strategy Faculty Search committee in Nanyang Business School
- 2011-2017: Participated in Strategy PhD Program curriculum revision committee in Nanyang Business School
- 2011-2017: Interviewed incoming Nanyang Business School students
- 2011-2017: Participated in board of examiners for Nanyang Technopreneurship Center courses
- 2011-2017: Proctored for Nanyang Technological University final examinations
- 2015-2016: Supervised 2 students of Nanyang Technological University Undergraduate Research Program (URECA)
- 2013-2014: Supervised 4 students of Nanyang Technological University Undergraduate Research Program (URECA)
- 2012-2013: Supervised 2 groups of Nanyang Business School Final Year Project.; Both groups received 'A' for final grades
- 2012-2013: Panelist/coordinator to represent Nanyang Business School in discussing entrepreneurship in Singapore as part of Strategic Management Society Annual Meeting, Singapore
- 2011-2012: Supervised 4 Nanyang Business School exchange students
- 2011-2012: Represented Singapore and NTU in Global Entrepreneurship Monitoring Conference

Professional memberships:

- Academy of Management, Strategic Management Society

D. RECOGNITIONS AND PROFESSIONAL EXPERIENCE

RECOGNITIONS

Awards	Best Instructor Award for MSc in Entrepreneurship and Innovation (2024), Nanyang Business School Research Excellence Award (2015), Strategic Management Society Conference Best Paper Award nominee (Prague, 2012), McGraw-Hill/Irwin Distinguished Paper Award (2011), President's Top Scholar award from University of Washington (2006)
Best Reviewer	Western Academy of Management (2011)
Book Prizes	Apple (2001), Advanced System Automation (2001), Chartered Semiconductor Manufacturing (2001), HongGuan Technologies (2001), International Semiconductor Products (2001), Philips (2001), Singapore Technologies Engineering (2001), Society of Manufacturing Engineers (2000), Hewlett-Packard (1998), Meinhardt (1998)
Dean's Lists	Nanyang Technological University (1996/97, 1997/98, 1998/99)
Fellowships	Lee Kong Chian (2020), Ewing Marion Kauffman Foundation Fellowship (2007)

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Gold Medals	Lee Kuan Yew Gold Medal (2000), Institution of Engineers Singapore Gold Medal (2000)
Honor Society	Leadership Development Program (1996 – 2000)
Nomination	Nominated for 2023 Responsible Research in Management Awards, co-sponsored by Fellows of the Academy of Management and the Community for Responsible Research in Business and Management; Nominated for 2025 IACMR Best Conference Paper Panelist
Panelist (2023 onward)	BCG-X Panel, Singapore (May 2025), AOM Strategic Management Division Mentor for Junior Faculty (July 2023), Panelist for International Entrepreneurship Week, Singapore (Sep 2023)
Recognition Letter	For Excellent performance (from NBS Dean 2016; from NTU Provost, 2017)
Research Grants	(Listed above)
Scholarships	University of Washington Business School PhD (2006), Singapore – MIT Alliance (2000), Singapore Ministry of Education (1995)
Sponsorship	Sponsorship for Executive Education with Rotterdam School of Management, Erasmus University (2001, 2002)

PROFESSIONAL EXPERIENCE

Neptune Orient Lines Pte Ltd (www.nol.com.sg).

Fifth largest transportation and logistics company in the world.

- 2004 - 06 Assistant Regional Controller, Seattle, WA
 - Controlled financials of Pacific Northwest: WA, AK, OR, and ID.
- 2003 - 04 Senior Business Analyst, Global Alliance, Singapore HQ
 - Identified and negotiated strategic alliance opportunity
 - Successfully negotiated a new, major Asia-Europe service
- 2002 - 03 Logistics Engineer, Business Solution, Asia & Middle East
 - Completed consultancy assignment for a major German health care
- 2001 - 02 Business Analyst, Strategic Liner Management, Singapore HQ
 - Managed extensive market research and competitors mapping
 - Analyzed and designed company global shipping network
 - Created automation program reducing 1-day work to 5-minute

RJD Pte. Ltd (Product design start-up that I co-founded)

- 2002 - 04 Designed and created a prototype of a weather protection gear

Advanced System Automation (ASA) Pte Ltd (www.asa.com.sg)

ASA is a back end semiconductor equipment manufacturer. Clients include Intel.

- 2000 - 01 Management Consultant for S.M. Degree
 - Optimized supplier selection process for ASA

TECH Semiconductor Pte Ltd (<http://www.techsemiconductor.com/>)

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- 2000 Consultant: Proposed buffer system to maximize DRAM output.
- TECH Semiconductor is a consortium of Texas Instrument, Singapore Economic Development Board, Canon, and Hewlett Packard

Shell Eastern Petroleum Pt Ltd (<http://www.shell.com>)

- 1999 Internship: Optimized fuel stock management at Shell's outlets