

# Daniel Z. Mack

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## Current position

*Assistant Professor of Strategy and Entrepreneurship*, Lee Kong Chian School of Business, Singapore Management University, 2017.

## Education

PhD in Management (Strategy), INSEAD.

MS in Business Administration, Seoul National University.

BENG in Mechanical Engineering, National University of Singapore.

## Publications

### JOURNAL ARTICLES

Kavusan, K., Mack, D.Z., Mount, M.P., Ertug, G. (first two authors contributed equally). 2025. "High Flying Adored: How CEO Narcissism Influences Firms' Responses to Above-aspiration Performance with Risky Organizational Change" *Strategic Management Journal*, conditionally accepted.

Mack, D.Z., Chen, G., Hsu, P.H., Lee, Y.T., George, G. 2025. "Interfaces, Social Information Processing, and Diversity Cascades: How Board Diversity Influences Invention Output" *Research Policy*, 54(1): 105148.

Chen, G., Hsu, P.H., Lee, Y.T., Mack, D.Z. (all authors contributed equally). 2025. "How Deep-level and Surface-level Board Diversity, Formal and Informal Social Structures Affect Innovation" *Journal of Management Studies*, 62(1): 65-101.

Mack, D.Z., Cho, T.S., Yi, A.C. 2024. "Attentional Engagement and Strategic Responses to Discontinuous Environmental Change: Evidence from the US Banking Industry" *Strategic Organization*, 22(1): 49-90.

Tang, Yi., Mack, D.Z., Chen, G. (all authors contributed equally). 2018. "The Differential Effects of CEO Narcissism and Hubris on Corporate Social Responsibility" *Strategic Management Journal*, 39(3): 1370-1387.

Mack, D.Z., Szulanski, G. 2017. "Opening up: How Centralization Affects Participation and Inclusion in Strategy Making" *Long Range Planning*, 50(3): 385-396.

#### **MANUSCRIPTS UNDER REVIEW**

“Group decision structures and allocation outcomes” (with Kotha, R., Nai, J., and Narayanan, J.). Revise-and-resubmit at *Strategic Management Journal*.

“Vicarious involvement and implementation outcomes” (with Kotha, R. and Nai, J.). Revise-and-resubmit at *Academy of Management Journal*.

“Organization fraud and inventor outcomes” (with Hsu, P.H., Tian, F., Yi, L.). Reject-and-resubmit at *Strategic Management Journal*.

“Resourcefulness and survival of small firms” (with Wong, T.K., and George, G.). Reject-and-resubmit at *Entrepreneurship Theory and Practice*.

#### **MANUSCRIPTS UNDER PREPARATION FOR SUBMISSION**

“Resource Constraints and Innovation Capabilities” (with Vo, M., and Huy, Q.). Preparing for submission to *Strategic Management Journal*.

“Multi-stakeholders and Organizational Scaling” (with Huy, Q., and Chen, W.R.). Preparing submission to *Strategic Management Journal*.

“TMT Behavioral Integration” (with Tang, G, Huy, Q., and Chen, W.R.). Preparing submission to *Academy of Management Journal*.

“CEO personality and alliance outcomes” (with Cui, V., and Tang, Yi.). Preparing submission to *Journal of Management*.

“Involvement in the Strategy Process” (with Szulanski, G.). Preparing submission to *Management Science*.

#### **CONFERENCE BEST PAPER PROCEEDINGS**

“Power to the People? The Limits of Equality-Based Involvement in Managing Strategic Change”. *Academy of Management Best Paper Proceedings*, 2020(1), 2020.

#### **BOOK CHAPTERS**

“How Centralized Organizations Involve Stakeholders in the Strategy Process” (with Gabriel Szulanski). In A. Nir (Eds.) *Centralization: Benefits and drawbacks*: 131-147. 2023. Nova Science Publishers: New York.

“Strategic Change and Renewal” (with Quy N. Huy). In I.M. Duhaime, M.A. Hitt, and M.A. Lyles (Eds.) *Strategic Management: State of the Field and Its Future*: 539-558. 2021. Oxford University Press.

## CASES

“Smile Revolution: Zenyum’s Game-Changing Style, Winning Asian with Smiles” (with Adam Ahmad Samdin, Oh Kun Sheng Edmond and Seow Jia Hui Leticia) in *How Asian Brands Soar 9*, Academy of Asian Business, 2024.

“An Uncommon Tryst: Unilever’s ‘the Vegetarian Butcher’ Meets Singapore’s ‘the Social Kitchen’” (with Kenneth T. Goh and Sheetal Mittal) Centre for Management Practice, Singapore Management University, 2023.

“Leading and Creating Resilience in Good and Bad Times: Indian Hotels Company Limited (IHCL) and the COVID-19 Pandemic” (with Quy N. Huy and Ramana P.V. Murthy) INSEAD Case Publishing, 2022.

“National University Cancer Institute Singapore: Pioneering an Innovative Healthcare Model” (with Katharina Lange, CW Chan, Adina Wong) Centre for Management Practice, Singapore Management University, 2019.

“QIHOO 360: Costly Negotiating and Firm Growth in China” (with Jonghoon Bae) *Business Case Series 30*, Seoul National University Center for Case Development, 2013.

“SK Telecom: Going for Global Leadership” (with Theresa Cho) *Asian Case Research Journal*, 15(2): 201-251, 2011.

## Grants awarded

*Principal Investigator*, MOE Tier 1 (Category A) grant awarded for project: “*Organizational Responses to CEO Transition During Strategic Change*”, SGD\$35,630.75 (completed). 2021

*Principal Investigator*, ASEAN Business Research Initiative Grant awarded for project: “*Coping with Conflict from Working-From-Home*”, SGD\$13,824 (completed). 2020

*Principal Investigator*, MOE Tier 1 (Category A) grant awarded for project: “*Antecedents, Processes and Consequences of Inclusion in Strategy Making*”, SGD\$39,370 (completed). 2019

## Teaching

*Instructor*, MGMT6010 Strategic Management (post-graduate), Singapore Management University, 2023.

- Instructor rating: 6.88/7.00
- Dean’s Honor Teaching List (postgraduate programmes), 2024

*Instructor*, MGMT102 Strategy (undergraduate), Singapore Management University, 2018-2025.

- Instructor rating: 6.47/7.00 (average)
- Dean’s Honor Teaching List (undergraduate programmes), 2020-2024

## Honors and Awards

LKCSB Dean's Teaching Honor List (Post-graduate programmes)	2024
LKCSB Dean's Teaching Honor List (Undergraduate programmes)	2020 – 2024
Nominated for SMU Excellent Teacher Award	2023
Nominated for SMS Knowledge and Innovation Interest Group Best Paper Award for “ <i>Resource Constraints and High Technology Capabilities</i> ”	2022
Nominated for SMU Innovative Teacher Award	2022
NS Excellence Award, MINDEF	2017, 2021
Winner, SMS Strategy Process Interest Group, Best Proposal Award	2020
Finalist, AOM CDC Division, Best Paper Award	2020
Outstanding Reviewer Award, AOM BPS Division	2017
Outstanding Reviewer Award, AOM BPS Division	2016
Outstanding Reviewer Award, AOM BPS Division	2015
Winner, 6th ISC Best PhD Proposal Award for “ <i>Managing Participation and Inclusion in the Strategy Process</i> ”	2015
Winner of SMS Strategy Process Interest Group Best Proposal Award for “ <i>Managing Participation and Inclusion in the Strategy Process</i> ”	2015
Nominated for SMS Best Conference Paper Prize for “ <i>Managing Participation and Inclusion in the Strategy Process</i> ”	2015
Finalist for SMS Strategy Process Interest Group Best Proposal Award for “ <i>Managing Inclusion in the Strategy Process</i> ”	2014
Awarded “ <i>Pass with Distinction</i> ” in the INSEAD Strategy Comprehensive Examinations	2014

## Service

### EXTERNAL

<i>Representative-at-large</i> , Strategic Process Interest Group, Strategic Management Society	2020 – 2021
<i>Specialist</i> , First Sergeant (NS), 12th Singapore Infantry Brigade	2014 – 2023

### SCHOOL

<i>Organizer</i> , S&E Summer Research Camp	2023, 2025
<i>Coordinator</i> , S&E area Research Seminar Series	2020 – 2025
<i>Committee member</i> , S&E area Recruitment Committee	2019, 2022
<i>Coordinator</i> , S&E area Brown-bag	2017 – 2025

### SUPERVISION

<i>Committee member</i> in Dissertation Committee, Dale COOK, DBA (Innovation).	on-going
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- Committee member* in Dissertation Committee, Qiwen YU, PhD in Business. 2023
- Placed as Assistant Professor at Tongji University, China.
- Committee member* in Dissertation Committee, Zheng LEI, PhD in Business. 2021
- Placed as Assistant Professor at Shanghai University University of Finance and Economics, China.
- Committee member* in Dissertation Committee, Lai Kuan Kim WONG, DBA (Innovation). 2021
- Committee member* in Dissertation Committee, Dietmar KAPPEL, PhD in Business (General Management). 2020
- Committee member* in Dissertation Committee, Guojun SHEN, CKGSB-SMU DBA. 2020

## REVIEWER

Ad-hoc reviewing for *Academy of Management Journal*, *Administrative Science Quarterly*, *Strategic Management Journal*, *Organization Science*, *Journal of Management*, *Journal of Management Studies*, *European Journal of Finance*, *Californian Management Review*, *Long Range Planning*, *Business and Society*, *Strategic Organization*, *Strategy Science*, *Organization Studies*, *Academy of Management conferences*, *Strategic Management Society conferences*.

Last updated: August, 2025