

## Seung-Hwan Jeong

University of Georgia  
Terry College of Business  
C211 Benson Hall  
630 South Lumpkin Street  
Athens, GA 30602  
seung.jeong@uga.edu

### ACADEMIC POSITIONS

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<b>Terry College of Business, University of Georgia</b> Department of Management Assistant Professor	2020-Present
<b>J. Mack Robinson College of Business, Georgia State University</b> Department of Managerial Sciences Assistant Professor	2018-2020

### EDUCATION

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<b>McCombs School of Business, University of Texas at Austin</b> Ph.D. in Management, Department of Management	2018
<b>Korea University Business School, Korea University</b> M.S. in Business Administration	2012
Bachelor in Business Administration (BBA)	2010
<b>Marshall School of Business, University of Southern California</b> Foreign Exchange Student	2009

### RESEARCH INTERESTS

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Corporate Governance; Diversity in Organizations; Family Firms; Exploration/Exploitation

(† denotes current UGA student at time of submission; †† denotes former UGA student at time of submission)

### PUBLICATIONS IN REFEREED JOURNALS

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Campbell, R. J.†, **Jeong, S.-H.**, & Graffin, S. D. (2019). Born to take risk? The effect of CEO birth order on strategic risk taking. *Academy of Management Journal*, 62: 1278–1306

*Finalist –2017 Strategic Management Society best conference PhD paper prize*

**Jeong, S.-H.** & Harrison, D.A. (2017). Glass Breaking, strategy making, and value creating: Meta-analytic outcomes of women as CEOs and TMT members. *Academy of Management Journal*, 60: 1219-1252. [Lead article]

**MANUSCRIPTS UNDER REVIEW**

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**Jeong, S.-H.**, Kim, H., & Kim, H. Strategic Nepotism in Family Business Groups' Board Appointments. *Conditionally accepted at Academy of Management Journal.*

Kim, Y. †, **Jeong, S.-H.**, Busenbark, J.R., Lam, S.K., Balancing, Combining, or Both? Revisiting the Organizational Ambidexterity Hypothesis Using Polynomial Regression and Response Surface Modeling. *Under review at Journal of Marketing Research*

**SELECTED WORKS IN PROGRESS**

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Campbell, R. J. ††, **Jeong, S.-H.**, Graffin, S. D., & Yoon, H. † Socialized to Redistribute? CEO Social Class Background and Corporate Social Responsibility. *Target journal: Academy of Management Journal*

**Jeong, S.-H.**, Henderson, A. Juggling act: CEO Cognitive Complexity and Organizational Ambidexterity. *Target journal: Organization science*

**Jeong, S.-H.**, Kang, S., Byron, K. Bottom-Up Effects of Top Women: Female Executives' Impact on Firm Performance Through Middle Managers and Frontline employees. *Target journal: Academy of Management Journal. Status: Manuscript preparation.*

Cao, S., Fei, X., **Jeong, S.-H.**, Li., L. General Counsel and Firm Innovation. *Target journal: Academy of Management Journal. Status: Manuscript preparation.*

Lim, S., **Jeong, S.-H.** More Families are Better? How Multiple Founding Families Could Create Value through Governance and Innovation. *Target journal: Strategic Management Journal. Status: Manuscript preparation.*

**Jeong, S.-H.**, Ahn, H.S., Oliver, A. ††, Kim, H. What Makes Family CEO Succession Successful? Experimental and Event Study-Based Evidence of Stakeholder Perceptions. *Status: Data collection and analysis.*

Oliver, A. ††, Mitchell, M. S., **Jeong, S.-H.**, Hill, E. †, & Pfarrer, M. D. Win, lose or draw? The implications of CEO gender and strategic trash-talk. *Status: Data collection and analysis.*

**CONFERENCE PROCEEDINGS**

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Campbell, R.J. †, **Jeong, S.-H.**, & Graffin, S. (2018). "Born to Take Risk? The Effect of CEO Birth Order on Strategic Risk Taking." *Academy of Management Best Paper Proceedings.*

**CONFERENCE PRESENTATIONS AND CONSORTIA**

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Lim, S., **Jeong, S.-H.** More Families are Better? How Multiple Founding Families Could Create Value through Governance and Innovation. Strategic Management Society, Virtual, 2020

**Jeong, S.-H.**, Ahn, H.S., Oliver, A.††, Kim, H. What Makes Family CEO Succession Successful? Experimental and Event Study-Based Evidence of Stakeholder Perceptions. Strategic Management Society, Virtual, 2020

**Jeong, S.-H.**, Busenbark, J.R., Kim, Y.†, Lam, S.K., Balancing, Combining, or Both? Revisiting the Organizational Ambidexterity Hypothesis Using Polynomial Regression and Response Surface Modeling. Strategic Management Society, Minneapolis, MN, 2019

Yoon, E.H.†, Campbell, R.J.††, Graffin, S., **Jeong, S.-H.** Always Aspiring: Effects of CEO Immigrant Status and Organizational Aspiration Levels on Strategic Change. Strategic Management Society, Minneapolis, MN, 2019

**Jeong, S.-H.**, Kim, H., & Kim, H. Set Up to Succeed? Strategic Nepotism in Family Business Groups' Board Appointments. Academy of Management, Boston, MA, 2019

**Jeong, S.-H.**, Kang, S., Byron, K. Bottom-Up Effects of Top Women: Female Executives' Impact on Firm Performance Through Lower-Level Employees. Strategic Management Society, Las Vegas, NV, 2019

Oliver, A.†, Mitchell, M. S., **Jeong, S.-H.**, Hill, E.†, & Pfarrer, M. D. Win, lose or draw? The implications of CEO gender and strategic trash-talk. Strategic Management Society, Paris, France, 2018

Nair, K., **Jeong, S.-H.**, Zajac, E. Long Live the Queen! Matriarch Deaths and Intensifying Sibling Conflict in Family Business Groups. Strategic Management Society, Hyderabad, India, 2018

Campbell, R.J.†, & **Jeong, S.-H.** Born to take risk: The effects of CEO birth order on strategic risk-taking. Academy of Management, Chicago, IL, 2018

Campbell, R.J.†, & **Jeong, S.-H.** Born to take risk: The effects of CEO birth order on strategic risk-taking. Strategic Management Society, Houston, TX, 2017

2016 BPS Doctoral Consortium, Academy of Management Meeting, Anaheim, CA. Invited participant

**Jeong, S.-H.** Effects of CEO cognitive complexity on strategic change: Evidence from text-analysis of language style. Strategic Management Society, Denver, CO, 2015

**Jeong, S.-H.** Effects of CEO cognitive complexity on firm strategy: Evidence from text-analysis of language style. Academy of Management, Vancouver, Canada, 2015

**Jeong, S.-H.** & Harrison, D.A. Breaking glass: Meta-analytic resolution of the firm performance effects of female strategic leadership. Academy of Management, Philadelphia, PA, 2014

**Jeong, S.-H.** & Kim, H. When do family members join boards? Legitimacy-building strategies for family members. Academy of Management, Boston, MA, 2012

**Jeong, S.-H.** & Kim, H. When do family members join boards? An institutional perspective. Strategic Management Society, Miami, FL, 2011

**INVITED RESEARCH PRESENTATIONS**

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University of Georgia, 2017, 2019  
 Georgia State University, 2017  
 Nanyang Technological University, 2017  
 Singapore Management University, 2017  
 University of Cincinnati, 2017  
 Iowa State University, 2017  
 Clemson University, 2017  
 Louisiana State University, 2017

**MEDIA COVERAGE**

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Dong-A Ilbo. October, 2020. Later-Borns Invest in Riskier Business Activities than First-borns (In Korean) [Link](#)  
 Dong-A Business Review. September, 2020. Later-Borns Invest in Riskier Business Activities than First-borns (In Korean) [Link](#)  
 Online Athens. July 1, 2019. UGA study: Birth order influences CEO risk-taking. [Link](#)  
 Medium. November 14, 2018. Women Bring More Skills, Better Performance to the C-Suite. [Link](#)  
 Knowledge@Wharton. May 18, 2017. Does Gender Diversity on Boards Really Boost Company Performance? [Link](#)  
 Texas Enterprise. November 4, 2016. Women Bring More Skills, Better Performance to C-Suite.

**HONORS AND AWARDS**

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Outstanding Teaching Performance Award, Robinson College of Business, GSU	2019
SMS Outstanding Reviewer Award, Strategic Leadership and Governance IG	2018
Best paper proceedings, Academy of Management	2018
SMS conference best PhD paper prize finalist	2017
Graduate School Continuing Fellowship, UT Austin	2016
Bruton fellowship, UT Austin	2016
Schoeman fellowship, UT Austin	2015
William W. and Ruth F. Cooper Endowed Presidential Fellowship, UT Austin	2015

**PROFESSIONAL SERVICE AND ACTIVITIES**

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***Reviewing: Journals***

Academy of Management Journal, 2019-Present  
 Strategic Management Journal, 2018-Present  
 Journal of Management Studies, 2019-Present  
 Research Policy, 2020-Present

***Reviewing: Conferences***

Academy of Management Conference, 2012-Present  
 Strategic Management Society Conference, 2015-Present

***Professional affiliations***

Academy of Management; Strategic Management Society

***Georgia State University***

Research seminar committee member, 2019

***UT Austin***

Department Representative, Graduate Student Assembly, UT Austin (2015-2016)

**TEACHING**

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**Georgia State University**

*Undergraduate:* Strategic Management (capstone course)

**University of Texas at Austin**

*Undergraduate:* General Management and Strategy (capstone course)

**NON-ACADEMIC WORK EXPERIENCE**

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Organization for Economic Cooperation and Development (OECD) 2009  
Trainee, Corporate affairs department (Paris, France)

Ministry of National Defense Psychological Operations (PSYOP) Group 2005 –2007  
Army Interpreter, Republic of Korea Armed Forces

**TECHNICAL SKILLS**

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Python, Natural Language Processing, Stata, R, SAS

**REFERENCES**

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**Andrew D. Henderson**

McCombs School of Business, University of Texas at Austin  
CBA 4.226, B6300, Austin, TX 78712-1174  
Phone: (512) 471-5276  
E-mail: andy.henderson@mcombs.utexas.edu

**David A. Harrison**

McCombs School of Business, University of Texas at Austin  
CBA 4.424, B6300, Austin, TX 78712-1174  
Phone: (512) 471-4930  
E-mail: drdaveharrison@mail.utexas.edu

**Craig Crossland**

Mendoza College of Business, University of Notre Dame  
102E/328 Notre Dame, IN 46556

Phone: (574) 631-0291

E-mail: craigcrossland@nd.edu

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