

KYEUNGRAE (KENNETH) OH

Assistant Professor
The Penn State University - Altoona
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ACADEMIC APPOINTMENT

Assistant Professor, Department of Management, **Pennsylvania State University – Altoona**,
2014 - Present

Assistant Professor, Department of Management, College of Business Administration,
University of Missouri-St. Louis, 2008 – 2014.

Instructor, Department of Organization, Strategy, International Management, School of
Business, **University of Texas at Dallas**, 2005 - 2008

EDUCATION

Ph.D. (2008) **University of Texas at Dallas**

Major: Strategic Management and International Management

M.B.A. (2003) **University of Wisconsin at Madison**

Major: Strategic Management and Entrepreneurship

B.A. (1991) **Seoul National University**

Major: Social Science: Communications and Journalism

PROFESSIONAL EXPERIENCE

- Principal Consultant **Ernst & Young Management Consulting**, Korea 1997~2000
Provided numerous IB, strategy & organization consulting including global expansion strategy, restructuring in government, non-profit firms, and banking industry, strategic planning, corporate and business strategy development, business process reengineering
- Senior Consultant **Deloitte & Touche Management Consulting**, Korea 1995~1997
- Project Manager **Korea Management Association, Consultants**, Korea 1993~1995
- Senior Researcher **Gallup**, Korea 1991~1993

RESEARCH AND TEACHING INTERESTS

Research Interests

- MNE strategy: cross-border acquisition, joint-venture, and real options
- Emerging Multinationals: international strategy, governance, political behaviors
- Integration of economic-, political-, and sociology-based institutional theory and empirical exploration in emerging and transition economies
- Corporate political strategy and public policy issues
- Corporate governance: institutional investors, BOD, the theory of the firm
- Corporate social responsibility

Teaching Interests

- Strategic Management (+ Capstone & Foundation Strategy Simulation)
 - International Business/Management and Global Strategy
 - Business Ethics
 - Principles of Management
 - Project Management (+ MS Project)
 - Organizational Theory
 - Business and Government/Political Strategy (Non-market Strategy)
 - Business and Society: Corporate Social Responsibility
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RESEARCH

Publications

- Oh, K. 2017. MNEs' ownership structure under uncertainty: explanations from TCE and Real Option logic. *International Journal of Business and Management*, 12(2): 67-82.
- Oh, K. 2016. Asymmetric Effect of Institutional Distance: MNE Subsidiaries' Bribery in Transition Economies. *International Journal of Multinational Corporation Strategy*, 1 (1): 18-43.
- Lee, S.-H., Oh, K., & Eden, L. 2010. Why do firms bribe? Insights from residual control theory into firms' vulnerability and exposure to corruption. *Management International Review*, 50(6): 775-796.
- Oh, K. 2009. Institutional transitions and firms' political behaviors, Best Papers Proceedings, Annual Meetings of the Academy of Management, Chicago, IL.
- Lee, S. & Oh, K. 2007. Corruption in Asia: Pervasiveness and arbitrariness. *Asia Pacific Journal of Management*, 24(1): 97-115.

Featured by the *Economist* as one of noteworthy articles from business journals, "What's

in the Journals, May 2007," May 25th 2007 (online at http://www.economist.com/business/globalexecutive/reading/PrinterFriendly.cfm?story_id=9135435)

Papers under Review

- Oh, K., Peng, M., & Lee, S.-H. 2017. Institutional determinants of the product scope of the firm in Asia. Under 1st review and revision at ***Asian Business & Management***.
- Oh, K., Peng, M., & Lee, S.-H. 2017. Institutions, lobbying, and bribing in transition economies. Under 2nd revision & resubmission at ***Thunderbird International Business Review***.
- Oh, K. 2017. Impact of institutional vs. market forces on firms' response to the crisis and to adoption of new business practices. Under review at ***Journal of Management & Strategy***.

Honors and Awards

- Oh, K. 2009. Institutional transitions and firms' political behaviors. presented at ***Academy of Management Annual Meeting***, Chicago, IL, August, 7-11. Chosen the finalist for the **Doug Nigh award** from IM (international management) Division of AOM, which is presented to the best division paper that employs an interdisciplinary perspective and is authored by junior scholars.

Best Papers Proceedings

- Oh, K. 2009. Institutional transitions and firms' political behaviors, Best Papers Proceedings, Annual Meetings of the Academy of Management, Chicago, IL.

Case published

- Oh, K. 2009. Trading internationally: North Korea vs. South Korea. In Peng, M. Global Business. South-Western, Cengage Learning.

Papers Presented at Refereed Conference

- Oh, K. 2017. MNEs' entry strategy under uncertainty: competing explanations from TCE and Real Option logic, ***Eastern Academy of Management Annual Meetings***, Baltimore, MD.
- Oh, K. & Peng, M. 2017. Institutional determinants of the product scope of the firm in Asia,

Eastern Academy of Management International Annual Meetings, Queensland, Australia.

- Oh, K., & Lee, S.-H. 2009. Institutions and the product scope of the firm. presented at *Academy of Management Annual Meeting*, Chicago, IL, August, 7-11.
- Oh, K. 2009. Institutional transitions and firms' political behaviors. presented at *Academy of Management Annual Meeting*, Chicago, IL, August, 7-11.
- Oh, K. 2009. How do institutions determine the product scope of the firm? Evidence from nine Asian countries. presented at *Academy of International Business Annual Meeting*, San Diego, CA, June, 27-30.
- Oh, K. 2009. Institutional impact on firms' political behaviors in transition economies. presented at *Academy of International Business Annual Meeting*, San Diego, CA, June, 27-30.
- Oh, K. 2007. Institutional development, firms' political behaviors, and firm performance: Is lobbying and bribing complementary or substitutable as a firm's political actions in transition economies. Accepted for presentation at the *Academy of Management Annual Meeting*, Philadelphia, PA.
- Oh, K. 2007. MNEs' ownership structure under uncertainty: TCE vs. real options and institutional theory explanations, presented at the *Academy of International Business Annual Meeting*, Indianapolis, IN.
- Lee, S., Oh, K., & Eden, L. 2007. An incomplete contracts theory of bribery, presented at the *Academy of International Business Annual Meeting*, Indianapolis, IN.
- Lee, S. & Oh, K., 2006. Does corruption make firms bribe?: An empirical investigation, presented at the *Academy of International Business Annual Meeting*, Beijing, China.
- Oh, K. & Lee, S. 2006. MNE subsidiaries' seeking for internal or external legitimacy under dual institutional pressures: In the case of corruption, presented at the *Academy of International Business Annual Meeting*, Beijing, China.

Papers in Progress

- Oh, K. Transformational business model and its strategic insights in Healthcare industry. Prepared for submission.
- Oh, K., & Yamakawa, Y. Institutional impact on new firm creation: cross-country analysis. Prepared for submission.

- Oh, K. The effect of institutional ownership on CEO's strategic decision-making in diversification: Political hegemony between CEO and institutional investors. Prepared for submission.
- Oh, K. Asian corruption paradox: an empirical examination on a double paradox. Prepared for submission.
- Kim, H., & Oh., K. Subsequent investments in international joint ventures: Real options theory versus prospect theory. Prepared for submission.
- Harrison, R., & Oh, K. Determinants of the incidence of terror: An exploratory study from the historical and the structuralist perspectives. Prepared for submission.

TEACHING EXPERIENCE

Pennsylvania State University-Altoona (Fall 2014 ~ Present)

Strategic Business Planning (BA 422W): Fall 2014 ~ Present, using Capsim's Capstone Strategy Simulation

Social and Ethical Environment of Business (BA 242): Fall 2014 ~ Present

Project Management and Planning for Business (BA 421): Fall 2014 ~ Present, using MS Project Software

Project Management and Planning for Business (BA 421): Fall 2014 ~ Present, using MS Project Software, online and hybrid format classes

Principles of Management (Basic Management Concepts) (MGMT301): Spring 2017

University of Missouri-St. Louis (Fall 2008 ~ Spring 2014)

Strategic Management (MGMT 4219: Capstone): 2008 ~ 2014, using Capsim's Foundation Strategy Simulation

International Business & Management (MGMT 3680): 2011 ~ 2014

Strategic Formulation and Implementation (MGMT 6990: MBA): 2013 ~ 2014

University of Texas at Dallas (2004 ~ 2008)

Instructor, 2005 ~ 2008, Strategic Management: *social and political environment of business (BA4305)*. A capstone course for senior level undergraduates, using Capsim Foundation strategy simulation game.

Teaching Assistant for undergraduate and MBA courses, 2004 ~ 2007

- International Business (Professor Seung-Hyun Lee)
- Global Strategy (Professor Mike Peng, Professor Seung-Hyun Lee)
- Strategic Management (Professor Gregory Dess, Professor Summit Majumdar)

Development for Teaching

- Case method teaching seminar, presented by Harvard Business Publishing. March 31, 2017.
- Capstone Simulation Professor Workshop, presented by CAPSIM. June 22, 2016.

ACADEMIC SERVICE:

Reviewer, Academic Conferences:

Academy of Management (International Management and Business Policy and Strategy and Divisions): 2007 ~ Current

Academy of International Business: 2007 ~ Current

Eastern Academy of Management: 2016 ~ Current

Eastern Academy of Management International: 2016 ~ Current

Reviewer, Invited by University of Missouri Research Board to review a research proposal on Corporate Governance in the peer review process, 2010

Reviewer, *Journal of World Business*, Special issue on Korea, In the midst of rapid change, 2006

Reviewer, SMS (*Strategic Management Society*), Global Strategy Interest Group, 2007

Reviewer, *International Business Review*, 2015

SERVICE TO THE UNIVERSITY & STUDENTS:

Professional Organizational Service to the University, the College, and students:

- *Search and hiring committee*: 2015 ~ present
- *Business Program (BSB) Oversight Committee*: 2014 ~ present
- *International Business Institute*: Research Associate, 2008 ~ 2014
- *International Business Committee*: Committee Member, 2009 ~ 2014
- *International Business Club*: Ad-hoc advisor, 2009 ~ 2014
- *IMBA Summer Internship*: Advisor and mentor, 2009 ~ 2014
- *Independent Studies*: Advisor, 2009 ~ present

PROFESSIONAL MEMBERSHIP

- Academy of Management, Division of BPI & IMD 2006~Current
- Academy of International Business 2006~Current