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**Jooh Lee, Ph.D.**  
**Professor**  
**Management and Entrepreneurship**  
**Rohrer College of Business**

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### Academic Degrees

Ph.D. The University of Mississippi, University, MS, Management Science, Business Policy and Strategic Management (Quantitative Methods for Business, Industrial Organization Economics Emphasis), 1987.

M.S. Colorado State University, Ft. Collins, CO, General Management with Quantitative Methods, 1981.

### Employment Experience

Professor of the Department of Management and MIS, Rohrer College of Business, Rowan University (September, 1998 - June, Present), Glassboro, New Jersey.

Chair of Management and MIS, Department Chair (July, 1998 - June, 2003), Glassboro, Unknown.

Associate Professor of Management and MIS, School of Business Administration, Rowan College of New Jersey (January, 1988 - August, 1998), Glassboro, New Jersey.

Instructor of Management, School of Business Administration, The University of Mississippi (August, 1985 - May, 1987), University, Mississippi.

Deputy Manager, Planning and Coordinate Office of Ssangyong Corporation (October, 1974 - June, 1979), Seoul, Korea, Virtual.

### Articles in Journals

Kwon, H., Lee, J., & White, K. (in press, 2018). Neural network modeling for two-stage production process with versatile variables: Predictive analysis for above-average performance. *Expert Systems with Applications: An International Journal*, 100 120-130.

Lee, J., & Kwon, H. (2017). Progressive performance modeling for the strategic determinants of market value in the High-tech oriented SMEs. *International Journal of Production Economics*, 183, 91-102.

Lee, J., & Pati, N. (2017). A study of the effect of corporate diversification strategy on technological innovation and strength in technology-oriented multinational corporations across countries. *International Journal of Business Innovation and Research*, 13 (1), 1-29.

Pati, N., & Lee, J. (2016). Benchmarking presidents' compensations in institutions of higher education relative to sustainability and other institutional practices. *Benchmarking: An International Journal*.

Kwon, H., Lee, J., & Roh, J. (2016). Best Performance Modeling Using Complementary DEA-ANN Approach: Application to Japanese Electronics Manufacturing Firms. *Benchmarking: An International Journal*, 23 (3), 704-721, doi: It will be printed in the next issue.

Kwon, H., & Lee, J. (2015). Two-stage Production Modeling of Large U.S. Banks: A DEA-Neural Network Approach Expert Systems with Applications. *Expert Systems with Applications: An International Journal*, 42, 6758-6766.

Roh, J., Stoeckel, J., & Lee, J. (2015). Module defect prediction under the Eclipse platform: the quadratic effect of software size and the influence of prerelease defects. *International Journal of Data Analysis Techniques and Strategies*, 7 (1) 96-109.

Hall, E. H., & Lee, J. (2014). Assessing the Impact of Firm Reputation on Performance: An International Point of View. *International Business Research*, 7 (12), 1-13.

- Sambharya, R., & Lee, J. (2014). Renewing Dynamic Capabilities Globally: An Empirical Study of the World's Largest MNCs. *Management International Review*, 54, 137-169.
- Shim, E. D., & Lee, J. (2014). An Empirical Examination of the Determinants of US Financial CEO's Compensation for the Post Financial Crisis Period. *Corporate Ownership and Control*, 12 (1), 251-258.
- Roh, J. J., & Lee, J. (2013). Does Lean Inventory Lead to Firm Performance? An International Comparison between the US and Japanese Manufacturers. *Journal of Distribution Science*, 11 (7), 23-30.
- Lee, J., & Roh, J. (2012). New Perspectives on Diverse Performance Measures Across Leading Countries. *International Journal of Business Excellence (IJBEX)*, 5 (5), 554-574.
- Lee, J., & Roh, J. J. (2012). Revisiting Corporate Reputation And Firm Performance Link. *Benchmarking: An International Journal*, 19 (4/5), 649-664, doi: 10.1108/14635771211258061.
- Hall, E. H., & Lee, J. (2012). Conceptual Operationalization Issues within the Context of an International Study: Japanese and American Firms. *Asian Academy of Management Journal*, 17 (2), 97-120, doi: Diversification, Performance, International Compar.
- Lee, J. (2012). A Global Perspective on Green Sustainability, Corporate Reputation, and Technological Strength for Firm Performance Across Countries. *Journal of Distribution Science*, 10 (8), 2-21.
- Lee, J., & Pati, N. (2012). New insights on the Operational Links Between Corporate Sustainability and Firm Performance in Service Industries. *International Journal of Business Insights and Transformation*, 4 (3), 80-93.
- Lee, J., Pati, N., & Roh, J. (2011). Relationship between Corporate Sustainability and Tangible Business Performance: Evidence from Oil and Gas Industries. *International Journal of Business Insights and Transformation*, 3 (3), 72-82.
- Hall, Jr., E. H., & Lee, J. (2011). A CEO's Most Important Strategic Asset: Assessing Corporate Reputation. *SS International Journal of Economics and Management*, 1 (3), 1-23.
- Hall, Jr., E. H., Lee, J., & Whang, K. (2011). An International Study of Corporate Reputation, Diversification, And Performance. *SS International Journal of Business and Management Research*, 1 (3), 1-21.
- Lee, J., Bao, D.H., Lee, J., & Romeo, G. (2010). Comparisons on selected ratios between IFRS and US GAAP companies. *Journal of Financial Reporting and Accounting*, 8 (1), 122-134.
- Berrin, G., Lee, J., & Harold, L. W. (2010). The Impact of Industry Characteristics on Export Performance: A Three Country Study. *International Journal of Business and Economics Perspectives*, 5 (2), 126-141.
- Hall, Jr., E., & Lee, J. (in press, 2010). Profitability and Curvilinearity: A Study of Product and International Diversification. *Journal of International Management Studies*, 5 (1), 109-117.
- Coyle, P. T., Lee, J., & Lucius, H. W. (2010). The Effects of Research and Development on Value Added: An Exploration of a Comprehensive Measure of a Firm's Financial Wealth and Well-Being. *Indian Journal of Business and Economics*, 9 (1), 123-132.
- Dosoglu-Guner, B., & Lee, J. (2009). R&D Intensity, Export Activity, and Firm Performance: A Comparative Study of American and Chinese Firms. *Advances in Global Management*, 18 (1), 169-176.
- Shim, Eun.S., Lee, J., & I.Ki, J. (2009). CEO Compensation and dU.S High-tech and Low Tech Firms' Corporate Performance. *Contemporary Management Research*, 5 (1), 93-106.
- Lee, J., & Hall, Jr., E. (2009). Empirical Investigation of the 'Halo' Effect of Financial Performance on The Relationships Between Corporate Reputation and CEO Compensation. *American Journal of Business Research*, 1 (1), 93-110.
- Hall, Jr., E., & Lee, J. (2008). Assessing the Impact of Export Performance: A Critical Analysis of Its Effect on Diversification. *The Journal of Global Business Management*, 4 (1), 56-65.
- Lucius, H. W., Lee, J., & Habte-Giorgis, B. (2008). New Perspectives on the Strategic Linkages Between Marketing Factors, R&D Activities, and Firm Performance in the U.S. Pharmaceutical Industry. *Journal of International Business Disciplines*, 2 (3), 118-126.

H, L., Lee, J., & Habte-Giorgis, B. (2008). Empirical Study of the Strategic Impact of Major Marketing Factors on Firms Accounting Performance in the Pharmaceutical Industry. *Business Research Yearbook: Building Bridges in a Global Economy*, 15 (3) 205-209.

Hall, Ernest Jr., & Lee, J. (2007). Diversification and Performance Measurement Problems: An International Investigation. *Journal of International Management Studies*, 2 (2), 1-13.

Berin, G., Lee, J., & Habte-Giorgis, B. (2007). Strategic Orientation and Export Performance of Firms: A Study of American Japanese and German Companies in the Manufacturing Sector. *Journal of Transnational Management Development*, 15, 532-538.

## Articles in Proceedings

Hall, E., & Lee, J. (2017). Social Legitimacy and Corporate Sustainability: Managing the Public Eye. *2017 Annual Meeting of the Decision Science Institute*.

Lee, J., & Kwon, H. (in press, 2016). A NEURAL NETWORK APPROACH TO THE OPERATIONAL STRATEGIC DETERMINANTS OF MARKET VALUE IN HIGH-TECH ORIENTED SMEs. *3rd International Conference on Industrial Engineering, Management Science and Application 2016*.

Lee, J., Byrd, K., & Ross, L. (in press, 2016). Discovering The Distinctive Strategic Impact of Innovation Activity on Firm. *2016 Annual Conference on Global Economics, Business and Finance (ACGEBF)*.

Lee, J., & Mirchandanie, D. (2015). Corporate Sustainability, Technological Capability, and the Firm's Economic Performance: Evidence from Leading US Firms. *2016 EAM.Managing in a Global Economy XVI Conference*.

Lee, J., & McFarland, D. (2014). Strategic Impact of Green Sustainability and Technological Capabilities on Firm's Economic Performance in Leading U.S. and European Corporations. *The Int'l Academy of Business and Public Administration Discipline*.

Lee, J., & Kwon, H. (2014). Application of DEA-ANN for the Best Performance Modeling. *International Academic and Business Research Institute (AABRI)*.

Lee, J., & McFarland, D. J. (2014). Corporate Environmental Green Strategy and Technological Capabilities for Firm Economic Performance in Leading US and European Corporation. *International Academy of Business and Public Administration Disciplines*.

Lee, J., Byrd, K., & Ross, L. W. (2013). Discovering Distinctions with a Difference: A Comparative Assessment Approach to the Strategic Impact of R&D Activity on Firm Economic Performance in US and Japanese SMEs. *2013 Eastern Academy of Management*

Lee, J., & Lee, J. (2013). Strategic Effects of R&D Intensity and Innovation on Economic Performance: Evidence from Asian Manufacturing Firms. *22nd World Congress: International Management Development Association*, 22, 46-.

Lee, J., & Shim, D. (2013). A Cross Sectional Study of the Determinants of US CEO Compensation. *The 18th Asia Pacific DSI Conference*.

Lee, J., & Roh, J. (2013). Does Lean Inventory Lead to Firm Performance? An International Comparison between the US and Japanese Manufacturers. *2013 Int' Summer Conference of the Korea Distribution Science*.

Lee, J., & Roh, J. (2013). Does Lean Inventory Lead to Firm Performance? An International Comparison between the US and Japanese Manufacturers. *2013 Int'l Conference of Korea Distribution Science*.

Roh, J., & Lee, J. (in press, 2013). Does Lean Inventory Lead to Firm Performance? *2013 International Conference of Korean Distribution Science*, kodisa.org/proceeding/13302: <http://www.Kodisa.org>.

Pati, N., & Lee, J. (2012). Perspectives on Chief Executive Officers (CEO) Compensation in Leading U.S. Firms. *International Conference on Synchronizing Management Theories and Business Practices: Challenges Ahead*.

Lee, J. (2012). A Global Perspective on Green Sustainability, Corporate Reputation, and Technological Strengths for Firm Performance With Sustainable Growth Across National Countries. *Summer 2012 International Conference of the Korea Distribution Science Association and Allied Academic Association*.

- Lee, J. (2012). A Global Perspective on Green Sustainability, Corporate Reputation, and Technological Strengths for Firm Performance with Sustainable Growth Across National Countries. In Jung-Wan Lee, Myoung-Kil Youn, and Dong-Ho Kim (Eds.) *2012 Int'l Summer Conference of the Korea Distribution Science Association and Allied Academic Association, 2012* Sejong Univeristy, Seoul, Korea: Korea Distribution Science Association, 79-88.
- Hall, E., & Lee, J. (in press, 2011). A CEO's Most Important Strategic Asset: Assessing Corporate Reputation. *2011 Decision Science Institute*.
- Lee, J., & Habte-Giorgis, B. (2011). Inductive Exploration on the Effect of Corporate Reputation and Economic & Non-Economic Factors on CEO Compensation. *2011 Academy of Business Research, 2011*, Academy of Business Research.
- Lee, J., Pati, N., & Whang, K. (2011). Technological Innovations, R&D, Diversification and Economic Performance in High-tech Industries across Countries. *International Conference of DSI 2011: The 11th International DSI and the 16th APDSI Joint Conference*.
- Hall, E., & Lee, J. (2010). Assessing Reputation Impact: A Study of U.S., Japanese, and EEC Firms. *2010 Annual Meeting of Decision Science Institute*.
- Roh, J., Stoeckel, J., & Lee, J. (2010). Module Defect Prediction Under Eclipse Platform: The Quadratic Effect of Software Size and The Influence of Prerelease Defects. *2010 Annual Decision Science Institute*, San Diego, CA: Decision Science Institute.
- Sambaraya, R., & Lee, J. (2010). Renewing Dynamic Capabilities by Leveraging Innovation through International Diversification and Building New Innovative Capabilities. *Academy of International Business Conference (2010)*, Academy of International Business.
- Lee, J., Hall, Jr., E., & Whang, K. S. (in press, 2010). A Global Perspective on Determinants of Economic Performance and Sustainable Growth In High-Tech Industries: An Investigation Across Asia-Pacific Countries. *The 2010 International Conference on Asia-Pacific Business & Information Technology Management (APBITM)*, APBITM Organization.
- Sambharya, R., & Lee, J. (in press, 2010). Renewing Dynamic Capabilities by Leveraging Innovation Through International Diversification and Building New Innovative Capabilities. *2010 Academy of International Business*, Academy of International Business.
- Coyle, P., Lee, J., & Lucius, H. (in press, 2009). The Effect of Research and Development on Value Added: An Exploration of a Comprehensive Measure of a Firm's Financial Wealth and Well-Being. *2009 The International Academy of Business and Public Administration Disciplines*, IABPAD.
- Hall, E. H., Lee, J., & Whang, K. S. (2009). An International Study of Corporate Reputation, Diversification and Performance. *2009 National Decision Science Institute Conference*.
- Lee, J., Whang, K. S., & Hall, E. H. (2009). Comparative Approach to the Strategic Impact of R&D and Export Activity on Firm Economic Performance in SMEs: U.S., Japan and Korea. *International Council for Small Business World Conference*.
- Lee, J., Whang, K.S., & Hall, Jr., E. (2009). A Comparative Approach to the Strategic Impact of R&D and Export Activity on Firm Economic Performance in Small Business Firms: U.S., Japan and Korea. *International Council for Small Business World Conference*, ICSB 2009.
- Coyle, P. T., Lee, J., & Lucius, H. (2009). The Effect of Research and Development on Value Added: Exploration of a Comprehensive Measure of a Firm's Financial Wealth. *The International Academy of Business & Public Administration Disciplines*, IABPAD.
- Lucius, H., Lee, J., & Habte-Giorgis, B. (2008). Empirical Study of the Strategic Impact of Major Marketing Factors on Firm's Accounting Performance in the Pharmaceutical Industry. *International Academy of Business Disciplines*.
- Hall, Jr., E., & Lee, J. (2008). Profitability and Curvilinearity: A Study of Product and International Diversification. *2008 National Decision Science Institute*, Decision Science.
- Lee, J., & Hall, Jr., E. (2008). Empirical Investigation of the 'Halo' Effect of Financial Performance on the Relationships

Between Corporate Reputation and CEO Compensation. *International Conference of American Institute of Higher Education*, American Institute of Higher Education.

Hall, Jr., E., & Lee, J. (2007). The FORTUNE Halo? Effect: Does It Matter? *2007 National Decision Science*, Decision Science Institute.

Guner, B., Lee, J., & Habte-Giorgid, B. (2007). Strategic Orientation and Export Performance of Firms: A Study of American, Japanese and German Companies in the Manufacturing Sector. *2007 International Management Development Association*.

## Conference Presentations

Lee, J. & Chung, L. (2017-2018, June). *Functional Perspectives on Strategic Significance of R&D and Export Activity*. Int'l Conference on New Achievements and Developments in Multidisciplinary Academic Research, Seoul, Republic of Korea.

Hall, E. & Lee, J. (2017-2018, November). *Social Legitimacy and Corporate Sustainability: Managing the Public Eye*. 2017 Annual Meeting of the Decision Science Institute, Washington D.C., United States of America.

Lee, J., Ross, L., & Byrd, K. (2016-2017, July). *The Strategic Impact of SME Innovation Activity: The Relationship between R&D Intensity and Firm Performance in the US. an Japan*. 2017 International Council of Small Business (ICSB), Buenos Aires, Argentina.

Lee, J. & Rudin, J. (2016-2017, June). *Managerial Perspective on the Impact of Corporate Reputation on CEO Compensation Under Diverse Economic Conditions*. 9th Int'l Conference on Social Sciences, Business, Technology and Management (SBTM), Seoul, Republic of Korea.

Hall, E. & Lee, J. (2016-2017, November). *Corporate Reputational Performance: Is It Worth All The Effort*. 2016 Annual Meeting of the Decision Sciences Institute (DSI), Austin, Texas.

Lee, J. & Hall, E. (2016-2017, November). *On The Importance of Being Earnest (Green and Sustainable)*. 2016 Annual Meeting of the Decision Sciences Institute (DSI), Austin, Texas.

Lee, J., Byrd, K., & Ross, L. (2016-2017, June). *Discovering The Distinctive Strategic Impact of Innovation Activity on Firm*. 2016 Annual Conference on Global Economics, Business and Finance (ACGEBF), Hong Kong, China.

Lee, J. & Kwon, H. (2016-2017, May). *A NEURAL NETWORK APPROACH TO THE OPERATIONAL STRATEGIC DETERMINANTS OF MARKETVALUE IN HIGH-TECH ORIENTED SMEs*. 3rd International Conference on Industrial Engineering, Management Science and Applications 2016, Jeju, Republic of Korea.

Lee, J. & Mirchandanie, D. (2015-2016). *'Corporate Sustainability, Technological Capability, and the Firm's Economic Performance: Evidence from Leading US Firms*. 2016 EAM.Managing in a Global Economy XVI Conference, Lima, Peru.

Hong, P., Lee, J., & Roh, J. (2015-2016, March). *Impact of Corporate Reputation, Green Environmental Practice and Supply Chain Management on Performance Outcomes:An Empirical Investigation*. 7th Global Chain Management Conference, Hangzhou, China.

Kwon, H., Rowan University, J. L., & Rowan University, J. R. (2014-2015). *Application of DEA-ANN for the Best Performance Modeling*. Academic and Business Research Institute, USA, Nevada.

Lee, J. & McFarland, D. (2014-2015, July). *Corporate Environmental Green Strategy and Technological Capabilities for Firm Economic Performance in Leading US and European Corporation*. The International Academy of Business and Public Administration Disciplines, Madrid, Spain.

Lee, J., Byrd, K., & Ross, L. W. (2013-2014, July). *Discovering Distinctions with a Difference: A Comparative Assessment Approach to the Strategic Impact of R&D Activity on Firm Economic Performance in US and Japanese SMEs*. 2013 Eastern Academy of Management, Seville, Spain.

Lee, J. (2012-2013, July). *A Global Perspective on Green Sustainability, Corporate Reputation, and Technological Strengths for Firm Performance With Sustainable Growth Across National Countries*. Summer 2012 International Conference of the Korea Distribution Science Association and Allied Academic Association, Seoul, Republic of Korea.

Pati, N. & Lee, J. (2012-2013, July). *Perspectives on Chief Executive Officers (CEO) Compensation in Leading U.S.*

*Firms*. International Conference on Synchronizing Management Theories and Business Practices: Challenges Ahead, Chidambaram, India.

Lee, J. & Habte-Giorgis, B. (2011-2012, September). *Inductive Exploration on the Effect of Economic and Non-Economic Factors on CEO Compensation*. Academy of Business Research(ABR), Atlantic City, New Jersey.

Lee, J., Pati, N., & Whang, K. (2011-2012, July). *Technological Innovations, R&D, Diversification and Economic Performance in High-tech Industries across Countries*. International Conference of DSI 2011: The 11th International DSI and the 16th APDSI Joint Conference, Taipei, Taiwan.

Lee, J. & Roh, J. (2010-2011). *New Perspectives on the Sustainable Competitive Financial Power and Diverse Performance Measures Across the Leading International Countries*. 4th International Supply Chain Management Symposium and Workshop, Madrid, Spain.

Sambharya, R. & Lee, J. (2010-2011). *Exploiting and renewing Dynamic Innovation Capabilities Globally*. 2010 Academy of Management Annual Conference, Montreal, Canada.

Sambaraya, R. & Lee, J. (2010-2011, August). *Exploiting and Renewing Dynamic Innovation Capabilities Globally*. Academy of Management Annual Meeting, Toronto, Canada.

Lee, J., Whang, K. S., & Hall, E. H. (2009-2010). *Comparative Approach to the Strategic Impact of R&D and Export Activity on Firm Economic Performance in SMEs: U.S., Japan and Korea*. International Council for Small Business World Conference, Seoul, Korea.

Lucius, H., Lee, J., & Habte-Giorgis, B. (2008-2009). *Empirical Study of the Strategic Impact of Major Marketing Factors on Firms Accounting Performance in the Pharmaceutical Industry*. International Academy of Business Disciplines, European Academy of Management, Business Economics Joint International Conference, Salamanca, Spain.

Hall, Ernest Jr., Lee, J., & Bao, D. (2008-2009). *Profitability and Curvilinearity: A Study of Product and International Diversification*. 2008 National Decision Science Institute, Baltimore, Maryland.

Guner, B., Lee, J., & Lucius, H. (2007-2008). *The Impact of Industry Characteristics on Export Performance: A Three Country Study of Manufacturing Firms*. International Management Development Association, 16th Annual World Business Congress, x, Netherlands.

Gurner, B., Lee, J., & Habte-Giorgis, B. (2007-2008). *Strategic Orientation and Export Performance of Firms: A Study of American, Japanese and German Companies in the Manufacturing Sector*. 2007 International Management Development Association, Sarajevo, Bosnia.

Hall, E. & Lee, J. (2006-2007). *Different Measures, Different Results: An Issue of Diversification and Performance Measurement*. 37th Annual Meeting of National Decision Institute, San Antonio, Texas.

Shim, S. E. & Lee, J. (2004-2005). *Technology Management and CEO Compensation*. The World Conference on Advances in Management Accounting, Toronto, Canada.

Lucius, H., Habte-Giorgis, B., & Lee, J. (2003-2004). *A Conceptual Application of TQM to a Successful Strategic Market Planning in the Telecommunications Industry*. International Academy of Business Disciplines, x, New Jersey.

## **Professional Memberships**

Academy of Business Administration

Academy of Management Society

American Production and Inventory Society

Asia-Pacific Decision Science Institute

Global Business Society

International Academy of Business Disciplines

National Decision Science Institute

Production and Operations Management Society

Southern Management Association

## **Professional Service**

### **Academic Conference: Moderator / Facilitator**

2013-2014: 2013 International Conference of Distribution Science, Busan (International).

2011-2012: 2012 Int'l Summer Conference of the Korea Distribution Science & Allied Academic Associations, Seoul (International).

### **Chair**

2014-2015: 2014 International Academy of Business and Public Administration Disciplines (IABPAD), Las Vegas, United States of America (International). Session Chair and Present paper

### **Reviewer - Article / Manuscript**

2009-2010: International J. of Information and Entrepreneurship Management (International). Editorial Review Board

2008-2009: International Academy of Business Disciplines (National).

2007-2008: Society of Advanced Management (International).

2006-2007: National Decision Science (International).

2004-2005: Journal of Management Issues (National). Editorial Review Board

2000-2001: Academy of Management (International).

1998-1999: The International J. of Organizational Analysis (International).

1995-1996: Journal of Asia-Pacific Business (National). Book Reviewer

### **Reviewer - Book / Textbook**

2009-2010: McGraw-Hill - Operations Management (National). Stevenson's Operations Management

2005-2006: Readings and Case for Production and Operations Management (National).

2005-2006: FORECAST/DSS: A Decision Support System for Forecasting (National).

2004-2005: Operations Management: A Systems Approach (John Steven) (National).

2004-2005: A Quick Course in Statistical Process Control (National).

2003-2004: Quantitative Analysis for Management (National).

### **Editor: Associate Editor**

2015-2016: Journal of Asian Finance, Economics and Business, Seoul, Republic of Korea (International). Print ISSN: 2288-4637 and Online ISSN: 2288-4645

2013-2014: The East Asian Journal of Business Management, Seoul (International). Associate Editor in Competitiveness & Strategic Issues

2012-2013: The Journal of Industrial Distribution & Business, Seoul (International). Print ISSN : 2233-4165 / Online ISSN : 2233-5382

2012-2013: Journal of Distribution Science, Seoul (International).

## **Honors, Awards, and Scholarships**

2016-2017: One of the Best Papers, Corporate Governance Experts Global Repository. Article titles Shim, E. D., & Lee,

J. (2014) An empirical examination of the determinant of the US financial CEOs' compensation for the post-financial crisis period (coauthored with Dr. Shim, E.D.) has been selected as one of the best articles from VIRTUSINTERPRESS.ORG. <http://doi.org/10.22495/cocv12ilc2p3>. This article was published in CORPORATE OWNERSHIP & CONTROL (2014)-virtushinterpress.org

2016-2017: Best Paper Award, International Council for Small Business. 2017 ICSB Best Paper Award (North America): Paper titled "The Strategic Impact of SME Innovation Activity: The Relationship between R&D Intensity and Firm Performance in the U.S. and Japan (coauthored with Linda Ross and Kimble Byrd) info@icsb.org

2014-2015: Bright Idea Award (one of the top 10 manuscripts over 216 publications in NJ), New Jersey Business and Industry Association (NJBIA).

Receive the Bright Idea Award, sponsored by the Stillman School of Business at Seton Hall University and the NJPRO Foundation, the Public Policy research affiliate of the New Jersey Business and Industry Association (NJBIA). It is one of the top 10 manuscripts from over 216 publications during year 2013.

2014-2015: Best Paper Conference Award, Academic and Business Research Institute. The purpose of this study is to present a complementary modeling approach using data envelopment analysis (DEA) and artificial neural network (ANN) as an adaptive decision support tool in promoting best performance benchmarking and performance modeling. DEA and ANN are combined to take advantages of optimization and prediction capabilities inherent in each method.

Best Paper Award of Conference!!!!

2014-2015: Application of DEA-ANN for Best Performance Modeling, Academic and Business Research Institute-2014 International Conference Las Vegas.  
Best Research Award of Conference !!!

Abstract. The purpose of this study is to present a complementary modeling approach using data envelopment analysis (DEA) and artificial neural network (ANN) as an adaptive decision support tool in promoting best performance benchmarking and performance modeling. DEA and ANN are combined to take advantages of optimization and prediction capabilities inherent in each method. DEA is used as a preprocessor to measure relative efficiency of decision making units (DMUs) and to generate test inputs for subsequent ANN prediction module. The combined modeling approach proves effective through sequential processes by streamlining DEA analysis and ANN prediction. DEA model, in addition to capturing efficiency trend of the Japanese electronics manufacturing industry, further extends its capacity as a preprocessor to the subsequent neural network prediction module. Back propagation neural network (BPNN), in conjunction with DEA, demonstrates promising performance in predicting efficiency scores and best performance outputs for DMUs under evaluation. This research paper proposes an innovative performance measurement and prediction approach in support of superiority driven best performance modeling and stepwise improvement initiatives.

2014-2015: Strategic Impact of Green Sustainability and Technological Capabilities on Firm's Economic Performance in Leading US. and European Corporations, 2014 The International Academy of Business and Public Administration Disciplines.

***Best Research Paper Awards and Invitation of Journal Publication !!!!***

***Abstract: The competitive substances for a firm's economic performance and sustainable market growth has been one of the major research issues in business and economic fields regardless of organizational differences across different cross-national boundaries. Although there is growing need to explore the strategic effects of environmental sustainability on a firm's economic performance, the significance of environmental greening strategy and technological capabilities is still puzzling issue because of many different aspects of their final performance measures, particularly across different countries with diverse management paradigms. This study is designed to explore the strategic significance of corporate greening strategy and technological innovation and strength for improving a firm's economic performance in leading U.S. and European corporations. Although there may still exist some controversial***



*questions on the results of this study, this study supports that the strategic significance of corporate sustainability and technological capabilities are likely to be significantly associated with the firm's economic performance, particularly with respect to market-based performance measures including sustained growth in two country settings. A progressive investigation of their strategic implications will contribute to the efficient and effective operational use of scarce resources and increase competitive power in the competitive global market.*

### ***Best Research Paper Award !!!***

2014-2015: Research Award, The International Academy of Business & Public Administration Discipline. Awarded based on submitted paper and invited to publish it in the journal

2013-2014: Best Paper Award, 2013 International Conference of Korean Distribution Science. Inventory can take up as much as 50% of investment capital for companies in manufacturing and retail industries and thus has always been of interest of scholars and practitioners. The major findings of this study is that there exists some complementarities between the scope and implication of inventory management for lean strategy across countries, particularly in U.S. and Japanese firms.

2013-2014: Discovering Distinctions with a Difference: A comparative Assessment Approach to the Strategic Impact of R&D Activity on Firm Economic Performance in US and Japanese SMEs, Eastern Academy of Management. This paper (coauthored with Kimble Byrd and Linda Ross) was recognized (nominated) as one of four outstanding papers in 2013 Eastern Academy of Management in Spain, June 23-27, 2013.

2013-2014: Best Paper Award, 2013 International Korean Distribution Science. The paper titled "Does Lean Inventory Lead to Firm Performance? An International Comparison between the US and Japanese Manufacturers" (Coauthored with Dr. James Roh) was awarded as one of four BEST PAPER AWARD in the 2013 International Korean Distribution Science in Busan, Korea, July 11-14, 2013.

2012-2013: , International Conference on Synchronizing Management Theories and Business Practices: Challenges Ahead. The growth in executive pay in recent years has increased the attention to the subject of executive compensation. There is now a heated debate and increased public scrutiny over the compensation arrangements of executives. This article seeks to contribute to the ongoing debate on the executive compensation landscape by examining the relationship of management entrenchment factors such as CEO tenure, CEO age, CEO education, and educational pedigree, after controlling firm performance and firm size and the way these variables affect CEO compensation with respect to salaries and bonuses, long-term compensation, and total compensation across different industries such as manufacturing versus service, high-tech versus low-tech, etc. Some might argue that the growth in compensation levels has gone far beyond what could be explained by the changes in market cap and industry mix. Although there are numerous previous studies yielding mixed results, this study demonstrates that CEO compensation is mainly determined by CEO's major attributes such as age, service of years in the company, tenure, education, pedigree/prestige of education attained, the size of the firm and firm's financial performance. Further, the total compensation of the CEO is likely to be higher in the manufacturing sector as well as in high-tech industries than in the non-manufacturing sector and low-tech industries.

2012-2013: , International Conference on Synchronizing Management Theories and Business Practices: Challenges Ahead. The growth in executive pay in recent years has increased the attention to the subject of executive compensation. There is now a heated debate and increased public scrutiny over the compensation arrangements of executives. This article seeks to contribute to the ongoing debate on the executive compensation landscape by examining the relationship of management entrenchment factors such as CEO tenure, CEO age, CEO education, and educational pedigree, after controlling firm performance and firm size and the way these variables affect CEO compensation with respect to salaries and bonuses, long-term compensation, and total compensation across different industries such as manufacturing versus service, high-tech versus low-tech, etc. Some might argue that the growth in compensation levels has gone far beyond what could be explained by the changes in market cap and industry mix. Although there are numerous previous studies yielding mixed results, this study demonstrates that CEO compensation is mainly determined by CEO's major attributes such as age, service of years in the company, tenure, education, pedigree/prestige of education attained, the size of the firm and firm's financial performance. Further, the total

compensation of the CEO is likely to be higher in the manufacturing sector as well as in high-tech industries than in the non-manufacturing sector and low-tech industries.

2012-2013: , Summer 2012 International Conference of the Korea Distribution Science Association and Allied Academic Association. This study is an attempt to explore the nature of strategic impact of green strategy by environmental capital, corporate reputation, and technology strengths on the firm performance across countries. The main question addressed in this paper relates to how corporate sustainability, corporate reputation, and technology strengths and capabilities influence the firm's economic performance with respect to diverse dimensions of performance measures including sustained growth through the leading firms across countries in U.S. & Canada, Europe, and Asia-Pacific countries. Particularly, this study attempts to empirically explore directions and magnitudes of the operational links between new emerging strategic core competencies (e.g., green strategy by environmental focus for more sustainable path, corporate reputation by corporate social responsibility and image enhancement, and technology strengths to develop a new product and market) and the firm's economic performance with respect to diverse dimensions of performance such as accounting (ROE, EOA, ROS) - and market-based performance (Market value, Tobin's q). Considering all possible limitations that might exist with regard to selected samples and methods, this study demonstrates that environmental sustainability by green score, corporate reputation, technological capabilities and competences through R&D intensity and patent citations/applications are most likely to be significantly associated with most market-based performance measures including sustained growth rate, but the strategic significance of other variables such as capital intensity, leverage, and administrative cost efficiency on performance tends to be different depending on which performance measure is used across different countries with diverse economic and business contexts.

2012-2013: , International Conference on Synchronizing Management Theories and Business Practices Challenges Ahead. Best Paper Award at the 2012 International Conference on Synchronizing Management Theories and Business Practices: Challenges Ahead, in Chidambaram, India, July 27-29, 2012. Paper Title: "Perspectives on Chief Executive Officers (CEO) Compensation in Leading U.S. Firms," (coauthored with Pati, Niranjana).

2012-2013: , International Summer Conference of the Korea Distribution Science and Allied Academic Association. Distinguished Research Award at the 2012 Int'l Summer Conference of the Korea Distribution Science Association and Allied Academic Associations, in Seoul, Korea Paper title: "A Global Perspective on Green Sustainability, Corporate Reputation, and Technological Strengths for Firm Performance with Sustainable Growth Across National Countries."

2011-2012: , Academy of Business International Research Conference. EFMA Best Paper in Corporate Finance at the 2011 Academy of Business International Research Conference in Atlantic City, NJ. Paper title: "Inductive Exploration on the Effect of Economic and Non-Economic Factors on CEO Compensation." (coauthored with Habte-Giorgis)

2009-2010: , The International Academy of Business & Public Administration Disciplines. Research Award in the 2009 IABPAD Conference, Memphis, TN  
Paper Title: The Effect of Research and Development on Value Added: An Exploration of A Comprehensive Measure of A Firm's Financial Wealth and Well-Being (Coauthored with Patrick Colye and Harold Lucius)

2008-2009: , Alumni Council's Scholarstic Activity (SOBA Alumni Council of Rowan, 2009). Faculty Award for 'Achievement in Scholarship

2007-2008: , 2nd International Conference of American Institute of Higher Education, Atlantic City, NJ.. Best Paper Award:  
Paper Title: Empirical Investigation of the 'Halo' Effect of Financial Performance On the Relationships Between Corporate Reputation and CEO Compensation. Coauthored with Hall, Ernest, Jr.

2006-2007: , 15th Annual World Business Congress, Sarajevo. Best Paper Award  
Paper Title: 'Strategic Orientation and Export Performance of Firms:A Study of American , Japanese and German Companies in the Manufacturing Sector' (Coauthored by Berrin Guner and Berhe Habte-Giorgis)

2005-2006: , BAI International Conference on Business an dInformation, Hong Kong. Best Paper Award  
Paper Title: CEO Compensation and US High-Tech and Low-Tech Firms' Corporate Performance.' (Coauthored by E.S. Shim and Joo

2004-2005: , Alumni Coucil's Scholastic Activity (SOBA Alumni Council of Rowan University. Award for 'Achievement in Scholarship'

2001-2002: , Who's Who in America.

2000-2001: , Who's Who in the World. Global Consulting

2000-2001: , SOBA Alumni Council of Rowan University. Award for 'Innovation in Teaching'

1998-1999: , Academy of Business Administration Annual Meeting in Toronto, CA. ABA Teaching Excellence Award (Recognized as the 1st Runner-Up)

1996-1997: , Alumni Council's Scholastic Activity (SOBA Alumni Council of Rowan University. Awarded the First Faculty award for 'Achievement in Scholarship.'

1995-1996: , Who's Who Among Asian-American. Gale Research Inc.

1992-1993: , National Meeting of Academy of Business Association. Awarded the 'Best Interdisciplinary Paper Award'

1992-1993: , National Conference of Academy of Business Administration. Best Paper Award

Paper Title: 'Empirical Analysis of Strategy- Financial Performance Linkages in Newly Industrializing Countries: Evidence From Korean Firms.' (Coauthored by Dilip Mirchandani

1978-1979: , Ssang Yong Corporation. Awarded the President's prize, which was given to the Excellent Staff of the Year at the Ssang Young Corporation

1975-1976: , Phi Kappa Phi ( National Honor Society). The highest academic honor attainable at the University of Mississippi

1975-1976: , Beta Gamma Sigma (National Honor Society). Highest Honor Society in School of Business and Accountancy

1975-1976: , Kook-Mm University. Awarded the President's prize, which was given to the top-honor graduate (Summa Cum Laude)

1971-1972: , Army Non-commissioned Officer's School. Awarded the president's prize of Korean Army General Educational Institution, which was given to the top-honor graduate.

1967-1968: , Superintendent. Awarded the Provincial Education Superintendent's prize, which was given to the top-honor graduate in the high school.

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