

M. K. CHIN (진문균)

Associate Professor
Department of Management and Entrepreneurship
Kelley School of Business
Indiana University
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(June 2023)

ACADEMIC POSITIONS

Indiana University, Bloomington, IN

- Associate Professor (with tenure), Department of Management and Entrepreneurship, Kelley School of Business, 2022 –
- Assistant Professor, Department of Management and Entrepreneurship, Kelley School of Business, 2014 – 2022 (*Parental leave in 2015 & COVID-19 leave in 2020)
- Fellow, Institute for Corporate Governance, Kelley School of Business
- Affiliate Faculty, Institute for Korean Studies, Hamilton Lugar School of Global and International Studies

EDUCATION

The Pennsylvania State University, University Park, PA

- Ph.D. in Management, Smeal College of Business, 2009 – 2014

Seoul National University, Seoul, Republic of Korea

- M.S. in Strategy and International Business, College of Business Administration, 2006 – 2009
- B.A. in Economics, College of Social Sciences, *Cum Laude*, 1999 – 2006
(*Military service 2001 – 2003)

RESEARCH INTERESTS

My research interest lies in the psychological and sociopolitical factors associated with strategic decision-making processes within organization and the effects of those factors on various organizational outcomes, including executive compensation, corporate governance, corporate entrepreneurship, innovation, corporate social responsibility, and corporate sociopolitical activism.

REFEREED PUBLICATIONS

Chin, M. K., Devers, C. E., & Acharya, A. G. 2023. “Different Strokes for Different Folks: The Moderating Effect of Top Managers’ Political Ideologies on the Efficacy of TMT Vertical Pay Disparities.” (*Forthcoming at Strategic Organization*)

Busenbark, J. R., Bundy, J., & **Chin, M. K.** 2023. “Director Departure Following Political Ideology (In)Congruence with an Incoming CEO”, *Strategic Management Journal*, 44(7): 1698–1732.

- Featured in *Fortune*, *Science Magazine*, and *Daily Guardian EU*.

Semadani, M., **Chin, M. K.**, & Krause, R. 2022. “Pumping the Brakes: Examining the Impact of CEO Political Ideology Divergence on Firm Responses”, *Academy of Management Journal*, 65(2): 516–544.

- Top Ten Most Cited Paper, *Academy of Management Journal*, 2022

Chin, M. K., Zhang, S. X., Jahanshahi, A. A., & Nadkarni, S. 2021. “Unpacking Political Ideology: CEO Social and Economic Ideologies, Strategic Decision-making Processes, and Corporate Entrepreneurship”, *Academy of Management Journal*, 64 (4): 1213-1235.

- Academy of Management Best Paper Proceedings, 2018
(<https://doi.org/10.5465/AMBPP.2018.39>)

Chin, M. K., 2018. “Political Ideology in Organizations,” in *Oxford Bibliographies in Management*, Ed. Ricky Griffin, New York: Oxford University Press, DOI: 10.1093/OBO/9780199846740-0144.

Chin, M. K., & Semadani, M., 2017. “CEO Political Ideology and Pay Egalitarianism within Top Management Teams”, *Strategic Management Journal*, 38 (8): 1608-1625.

- Academy of Management Best Paper Proceedings, 2015
(<https://doi.org/10.5465/ambpp.2015.50>)

Briscoe, F., **Chin, M. K.**, & Hambrick, D. C., 2014. “CEO Ideology as an Element of the Corporate Opportunity Structure for Social Activists”, *Academy of Management Journal*, 57 (6): 1786-1809.

Chin, M. K., Hambrick, D. C., & Trevino, L. K., 2013. “Political Ideologies of CEOs: The Influence of Executives’ Values on Corporate Social Responsibility”, *Administrative Science Quarterly*, 58 (2): 197-232.

- As of June 2023, this paper is categorized as “Highly Cited Paper” by Web of Science, as it received enough citations to place it in the top 1% of the academic field of Economics & Business based on a highly cited threshold for the field and year of publication.

*Google Scholar citations: 1,573 (as of June 2023)

SELECTED WORK IN PROGRESS

Kang, Y., Zhu, D., & **Chin, M. K.** [Topic: Ideological diversity within top management teams]. (*Revise and Resubmit at Organization Science*)

Chin, M. K., Kallunki, J., Kallunki, J-P., Landsman, W., Lang, M., Riipinen, P., [Topic: CEO substance abuse disorder]. (*Reject and Resubmit at Strategic Management Journal*)

Nalick, M., Kuban, S., Josefy, M., **Chin, M. K.**, & Leonel, R. [Topic: Firm hedging behaviors after corporate sociopolitical activism]. (*Resubmitted after Reject and Resubmit at Organization Science*)

Nalick, M., Kuban, S., Josefy, M., **Chin, M. K.**, & Leonel, R. [Topic: Antecedents of corporate sociopolitical activism]. (*Under Review at Journal of Management*)

Chin, M. K., Zhang, S. X., Uy, M., & Ling, S. “Only the Paranoid Survive? The Influence of Paranoid CEOs on TMT Mental Health and Firm Sustainability”. (*Draft development in progress*)

CONFERENCE PRESENTATIONS

Chin, M. K., Kallunki, J., Kallunki, J-P., Landsman, W., Lang, M., Riipinen, P., “Alcoholic CEOs: The Implications of Top Executive Mental Health” Presented at *Behavioral Perspectives on Corporate Governance conference*, INSEAD, France, May 2023.

Chin, M. K., Zhang, S. X., Uy, M., & Ling, S., “Only the Paranoid Survive? The Implications of Having a Paranoid CEO” Presented at the *Strategic Leadership Idea Development Event*, University of Florida, March 2023.

Chin, M. K., Zhang, S. X., Uy, M., & Ling, S., “Only the Paranoid Survive? The Implications of Having a Paranoid CEO” Presented at the *Strategic Management Society Annual Conference*, London, U.K., September 2022.

Chin, M. K., Kallunki, J., Kallunki, J-P., Landsman, W., Lang, M., Riipinen, P., “Alcoholic CEOs: The Implications of Top Executive Mental Health” Presented at the *Strategic Management Society Annual Conference*, London, U.K., September 2022.

Kang, Y., **Chin, M. K.**, & Zhu, D., “How Ideological Diversity within Top Management Teams Influences Strategic Dynamism.” Presented at the *Academy of Management Annual Meeting* (STR division), August 2021 (Virtual Presentation).

Hersel, M., **Chin, M. K.**, & Simsek, Z., “Investor Reactions to Corporate Sociopolitical Activism Following Discourse-triggering Events.” Presented at the symposium titled “Politics, Political Ideology and Organizations” at the *Academy of Management Annual Meeting* (STR, OMT, and SIM divisions), August 2020 (Virtual Presentation).

Nalick, M. S., Kuban, S., Leonel, R., Josefy, M., & **Chin, M. K.**, “CSR or CEO Opportunism? Why Firms Wade into Controversial Social Issues.” Presented at the *Strategic Management Society Annual Conference*, Minneapolis, MN, October 2019.

Semadeni, M., **Chin, M. K.**, & Krause, R., “In a Holding Pattern: How CEOs Respond to Divergence between Their Political Ideologies and the National Political Climate.” Presented at the *Academy of Management Annual Meeting* (STR division), Boston, MA, August 2019.

Chin, M. K., Zhang, S. X., & Jahanshahi, A. A., “Unpacking Political Ideology: CEO Social and Economic Ideologies, TMT Processes, and Corporate Entrepreneurship.” Presented at the symposium titled “Political Ideology and Organizations around the World,” at the *Academy of Management Annual Meeting* (STR, OMT, and SIM divisions), Boston, MA, August 2019.

Semadeni, M., **Chin, M. K.**, & Krause, R., “In a Holding Pattern: How CEOs Respond to Divergence between Their Political Ideologies and the National Political Climate.” Presented at the *Strategic Management Society Special Conference for Strategic Leadership*, Las Vegas, NV, March 2019.

Chin, M. K., Zhang, S. X., Jahanshahi, A. A., & Nadkarni, S., “The Effect of Two Dimensions of CEO Political Ideology on Corporate Entrepreneurship.” Presented at the *Academy of Management Annual Meeting* (STR division), Chicago, IL, August 2018.

Nalick, M. S., Kuban, S., Josefy, M., Leonel, R., & **Chin, M. K.**, “The New Activist CEO: CEO Ideology and Firms’ Socio-political Involvement.” Presented at the symposium titled “Political Ideology and Organizations” at the *Academy of Management Annual Meeting* (STR and OMT divisions), Chicago, IL, August 2018.

Zhang, S. X., **Chin, M. K.**, & Jahanshahi, A. A., “How Does the CEO–TMT Interface Manage Conflict and Balance for Stability and Change?” Presented at the symposium titled “Interfaces of Strategic Leaders: Past, Present, and Future Research Agenda” at the *Academy of Management Annual Meeting* (BPS, OMT, and OB divisions), Atlanta, GA, August 2017.

Chin, M. K., Devers, C. E., & Acharya, A. G., “Different Strokes for Different Folks: The Influence of Top Managers’ Political Ideologies on the Efficacy of TMT Vertical Pay Disparities.” Presented at the *Behavioral Perspectives on Corporate Governance Conference*, INSEAD, Fontainebleau, France, June 2017.

Chin, M. K., Devers, C. E., & Acharya, A. G., “Different Strokes for Different Folks: The Influence of Top Managers’ Political Ideologies on the Efficacy of TMT Vertical Pay Disparities.” Presented at *Hong Kong University of Science and Technology*, Hong Kong, June 2017.

Busenbark, J. R., **Chin, M. K.**, & Certo, S. T., “Don’t Judge CEOs by Their Covers: The Influence of CEO and Board Political Ideologies on CEO Selection.” Presented at the symposium titled “Politics, Political Ideology and Organizations” at the *Academy of Management Annual Meeting* (BPS, OMT, and SIM divisions), Anaheim, CA, August 2016.

Chin, M. K., Devers, C. E., & Acharya, A. G., “The Effects of Top Executives’ Political Ideology on the Efficacy of Pay Arrangements within Top Management Teams.” Presented at the *Midwest Strategy Conference*, University of Kansas, June 2016.

Chin, M. K., & Semadeni, M., “CEO Political Ideology and Pay Egalitarianism within Top Management Teams.” Presented at the *Academy of Management Annual Meeting* (BPS division), Vancouver, Canada, August 2015.

Chin, M. K., Devers, C. E., & Acharya, A. G. “The Effects of Top Executives’ Political Ideology on the Efficacy of Pay Arrangements within Top Management Teams.” Presented at the symposium titled “Political Ideology and Organizations” at the *Academy of Management Annual Meeting* (BPS, OMT, and SIM divisions), Vancouver, Canada, August 2015.

Briscoe, F., **Chin, M. K.**, & Hambrick, D. C., “CEO Ideology as an Element of the Corporate Opportunity Structure for Social Activists.” Presented at the *Academy of Management Annual Meeting* (OMT division), Orlando, FL, August 2013.

Chin, M. K., “The Influence of CEO Political Ideology on Corporate Social Responsibility.” Presented at the symposium titled “CEO Psychological Characteristics: Current Perspectives Using Unobtrusive Measures” at the *Academy of Management Annual Meeting* (BPS, OB, and RM divisions), Boston, MA, August 2012.

Park, C., Seo, J., & **Chin, M. K.**, “CEO Labor Market as an External Governance Mechanism and Conditions for its Effectiveness.” Presented at the *Strategic Management Society Annual Conference*, Miami, FL, November 2011.

Chin, M. K., Hambrick, D. C., & Trevino, L. K., “The Influence of CEO Political Ideology on Corporate Social Responsibility.” Presented at the *Academy of Management Annual Meeting* (BPS division), San Antonio, TX, August 2011.

Park, C., Seo, J., & **Chin, M. K.**, “CEOs on a Bed of Thorns: The Role of the Managerial Labor Market in Firm R&D Investment.” Presented at the *Academy of Management Annual Meeting* (BPS division), Chicago, IL, August 2009.

CONFERENCE ACTIVITIES AND INVITED TALKS

Faculty Advisor, Junior Faculty Consortium (OMT division), the Academy of Management Annual Meeting, Boston, MA, August 2023

Invited Discussant, Symposium, “Social Pressures, Movements and Change: Determinants of CEO and Corporate Sociopolitical Activism” (OMT and SIM divisions), the Academy of Management Annual Meeting, Boston, MA, August 2023

Co-Organizer, Symposium, “CEO Job Demands, Characteristics, and Mental States: Implications for Top Executive Research (AAT and STR division), the Academy of Management Annual Meeting, Boston, MA, August 2023

- Selected for the All-Academy Theme Program

Panelist, “Crossroads of Business and Government: If You Don’t Know Where You Are Going, Any Road Will Get You There”, Daniels Distinguished Scholar Forum, University of Denver (Virtual), November 2022

Guest Speaker, “Chasing Controversy: Motivations Behind Firm Involvement in Socially Contentious Issues”, Korea University (Virtual), October 2022.

Panelist, “The Societal Role of Corporate Leaders”, Strategic Management Society Annual Conference, London, U.K., September 2022

Session Chair, “Social Psychological Antecedents of CEO Dismissal”, Strategic Management Society Annual Conference, London, U.K., September 2022

Session Chair, “Understudied CEO Attributes and Strategic Outcomes”, Strategic Management Society Annual Conference, London, U.K., September 2022

Co-Organizer, Symposium, “DEI at the Top? A Corporate Governance View on the Composition and Characteristics of Firm Leaders” (STR and OMT divisions), the Academy of Management Annual Meeting, Seattle, WA, August 2022

Faculty Advisor, Doctoral Consortium, Association of Korean Management Scholars, Virtual, August 2022

Guest Speaker, “Chasing Controversy: Motivations Behind Firm Involvement in Socially Contentious Issues”, Arizona State University, January 2022.

Guest Speaker, “Communicating Corporate Sociopolitical Activism: How Do Investors React to Corporate Sociopolitical Activism?”, Michigan State University, October 2021.

Guest Speaker, “Investor Reactions to Corporate Sociopolitical Activism Following Discourse-triggering Events.” Korea Advanced Institute of Science and Technology (Virtual), June 2021.

Panelist, Breakout Session on “Articulating the Theoretical Contribution” in Professional Development Workshop, “Publishing in AMJ: Tips from the Editors”, the Academy of Management Annual Meeting, Virtual, July 2021

Co-Organizer, Symposium, “Politics, Political Ideology and Organizations,” the Academy of Management Annual Meeting (STR, OMT, and SIM divisions), Virtual, August 2020

- Best Symposium Award (OMT Division)

Co-Organizer, Professional Development Workshop, “Behavioral Perspectives on Strategy,” the Academy of Management Annual Meeting (STR, OMT, MOC, and RM divisions), August 2020 (accepted but canceled due to COVID-19)

Faculty Advisor, Doctoral Consortium at “Corporate Governance: Theory Meets Practice” conference, Texas Christian University, Dallas, TX, June 2020 (canceled due to COVID-19)

Co-Organizer, Symposium, “Political Ideology and Organizations around the World,” the Academy of Management Annual Meeting (STR, OMT, and SIM divisions), Boston, MA, August 2019

- Showcase Symposium (OMT Division)

Co-Organizer, Professional Development Workshop, “Psychological Perspectives on Strategy,” the Academy of Management Annual Meeting (STR, OMT, MOC, and RM divisions), Boston, MA, August 2019

Invited Participant, STR Mid-Career Faculty Consortium, the Academy of Management Annual Meeting, Boston, MA, August 2019

Co-Organizer, Symposium, “Political Ideology and Organizations,” the Academy of Management Annual Meeting (STR and OMT divisions), Chicago, IL, August 2018

- Showcase Symposium (OMT Division)

Invited Participant, Behavioral Perspectives on Corporate Governance conference, INSEAD, Fontainebleau, France, June 2017

Co-Organizer, Symposium, “Political Ideology and Organizations” (BPS, OMT, and SIM divisions), the Academy of Management Annual Meeting, Atlanta, GA, August 2017

Session Chair, “Quantitative and Qualitative Analyses of Directors” (BPS division), the Academy of Management Annual Meeting, Atlanta, GA, August 2017

Invited Participant, OMT Junior Faculty Consortium, the Academy of Management Annual Meeting, Atlanta, GA, August 2017

Invited Participant, Symposium, “Political Ideology and Organizations” (BPS, OMT, and SIM divisions), the Academy of Management Annual Meeting, Anaheim, CA, August 2016

- Best Symposium Award (OMT Division)

Invited Participant, BPS Junior Faculty Consortium, the Academy of Management Annual Meeting, Vancouver, Canada, August 2015

Invited Participant, Symposium, “Political Ideology and Organizations” (BPS, OMT, and SIM divisions), the Academy of Management Annual Meeting, Vancouver, Canada, August 2015

Invited Participant, Doctoral Student Workshop, Mid-Atlantic Strategy Colloquium, Knoxville, TN, March 2014

Session Chair, “Executives and Organizational Change” (BPS division), the Academy of Management Annual Meeting, Orlando, FL, August 2013

Invited Participant, BPS Doctoral Student Consortium, the Academy of Management Annual Meeting, Orlando, FL, August 2013

Invited Participant, OMT Doctoral Student Consortium, the Academy of Management Annual Meeting, Boston, MA, August 2012

Invited Participant, Symposium, “CEO Psychological Characteristics: Current Perspectives Using Unobtrusive Measures” (BPS, OB, and RM divisions), the Academy of Management Annual Meeting, Boston, MA, August 2012

Invited Participant, SIM Doctoral Student Consortium, the Academy of Management Annual Meeting, San Antonio, TX, August 2011

Invited Participant, New Doctoral Student Consortium, the Academy of Management Annual Meeting, Montreal, Canada, August 2010

TEACHING

Instructor, Indiana University

- Strategic Management (Required undergraduate course): Spring 2023, Spring 2022, Spring 2021, Spring 2020, Spring 2019, Spring 2018, Spring 2017, Spring 2016, and Spring 2015
- Developing Strategic Capabilities (MBA course): Spring 2024
- Foundations in Strategic Management (Doctoral course): Spring 2022, Spring 2024

Guest Instructor, Indiana University

- Seminar in Strategic Management (Doctoral course): Sep 2020, Oct 2018

Guest Instructor, Seoul National University

- Seminar in Strategy and Corporate Governance (Doctoral course): Sep 2020

Instructor, The Pennsylvania State University

- Strategic Management (Undergraduate course): Spring 2013 and Spring 2012
- International Management (Undergraduate course): Spring 2011

Teaching Assistant, Seoul National University

- Studies in Strategy and Corporate Governance (Graduate course): Fall 2008
- Studies in International Business Environment (Graduate course): Fall 2007
- International Business (Undergraduate course): Fall 2007
- Studies in International Corporate Strategy (Graduate course): Spring 2007

- Corporate Strategy (Undergraduate course): Spring 2007

PROFESSIONAL SERVICE & ACTIVITIES

- Guest Co-Editor
 - *Business Horizons*, Special Issue “Turing environmental, social, and governance (EGS) theory into action: Implications for global business leaders”, 2024
- Editorial Review Board
 - *Journal of Management*, 2023-
 - *Organization Science*, 2021-
 - *Academy of Management Journal*, 2021-
 - *Administrative Science Quarterly*, 2020-
 - *Strategic Management Journal*, 2019-
- Ad-hoc Review for Journals
 - *Journal of International Business Studies*, *Management Science*, *Journal of Management Studies*, *Journal of Business Venturing*, *Strategic Entrepreneurship Journal*, *Organizational Behavior and Human Decision Processes*, *Organization Studies*, *Journal of Business Ethics*, *Business & Society*, *Business Horizons*, *Management and Organization Review*, *Academy of Management Perspectives*, *Journal of Politics*, *American Sociological Review*
- Conference Review
 - Academy of Management Annual Meeting, 2010-
 - Strategic Management Society Annual International Conference, 2014-
 - Strategic Management Society Special Conference, 2019, 2020
 - International Association for Chinese Management Research, 2020
- Grant Review
 - Research Grants Council of Hong Kong, 2022, 2023
- Other Professional Service
 - OMT Division Research Committee, Academy of Management, 2021, 2022, 2023
 - Reviewer, INFORMS/Organization Science Dissertation Proposal Competition, 2021, 2022
 - Award Committee, Association of Korean Management Scholars, 2020, 2022
 - External Evaluator, Ph.D. Proposal (Somendra Narayan), Rotterdam School of Management, Erasmus University, the Netherlands, 2016
- University Service (Department)
 - Faculty Recruiting Committee (*Chair*), 2022-2023
 - Research Seminar Committee (*Chair*), 2015-2016; 2022-2023
 - Doctoral Committee, 2022-2023
 - Benchmarking Analysis Committee, 2022-2023
 - Thought Leader Seminar Series Committee, 2020-2022

- Research Seminar Committee, 2016-2017
- University Service (School)
 - Undergraduate Assurance of Learning Committee, 2021-2022
 - Teaching and Service Excellence Committee, 2020-2021
 - Information Systems Graduate Programs Policy Committee, 2019-2020
 - Undergraduate Policy Committee, 2018-2019
 - Examination Committee for Doctoral Dissertation Proposal (Amy Sheneman, in Accounting), 2016
- Professional Affiliations
 - Academy of Management (STR, OMT Division)
 - Strategic Management Society (Strategic Leadership & Governance, Behavioral Strategy Interest Group)
 - Association of Korean Management Scholars

HONORS & AWARDS

- Best Reviewer Award, Academy of Management Journal, 2022
- Conference Best Paper Prize (nominee), Strategic Management Society, 2022
- Conference Research Methods Paper Prize (nominee), Strategic Management Society, 2022
- Sauvain Teaching Award (finalist), Kelley School of Business, Indiana University, 2021
- Best Symposium Award, Academy of Management, 2020
- Sauvain Teaching Award (finalist), Kelley School of Business, Indiana University, 2019
- Showcase Symposium, Academy of Management, 2019
- Showcase Symposium, Academy of Management, 2018
- Edward and Susan Wilson Graduate Scholarship, Pennsylvania State University, 2013
- Frank P. and Mary Jean Smeal Endowment Fund Scholarship, Pennsylvania State University, 2009-2013
- Smeal Research Grant, Pennsylvania State University, 2011

SELECTED MEDIA APPEARANCE

Interviews

- *Financial Times*, “Eli Lilly says some staff want to leave Indiana because of abortion ban,” 2022.
- *The Washington Post*, “Top business executives have gotten even more Republican, study finds,” 2022.
- *The Wall Street Journal*, “Caterpillar puts CEO back in charge of board: Machinery giant had split chief executive and chairman roles in 2017,” 2018.
- *Indianapolis Star*, “A slap in the face: Some upset Lilly, Cummins wait to criticize abortion ban until Holcomb signed it,” 2022.

- *Indianapolis Star*, “Indiana business leaders to call for abortion rights, but largest firms remain silent,” 2022.
- *Chicago Business*, “Why United’s CEO speaks out while others clam up,” 2021.
- *CFO Brew*, “Board diversity efforts face a number of challenges,” 2023.
- *Stat News* (produced by Boston Globe Media), “Window dressing: Eli Lilly’s after-the-fact statement on Indiana’s abortion law sends a disingenuous message,” 2022.
- *Quartz*, “Why politically outspoken CEOs are staying silent on Texas’s new abortion law,” 2021.

Invited Articles

- Chin, M. K. (2022), “Florida Republicans’ row with Mickey Mouse highlights widening gap between historical BFFs GOP and corporate America.” *The Conversation*.
- Chin, M. K. (2021), “Why corporate America appears to be drifting away from the Republican party.” *The Conversation*.

PERSONAL INTERESTS & MISCELLANEOUS INFORMATION

- Language: English (Fluent), Korean (Native)
- U. S. citizen; Married with two sons
- Tennis, Football (NFL), Baseball (MLB & KBO)
- Political view: Independent