

JIHAE YOU

Department of Management
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EMPLOYMENT

Assistant Professor, Department of Management, Aug., 2022
Director of the Center for Workplace Diversity and Inclusion, - Present
Fogelman College of Business and Economics,
University of Memphis

Assistant Professor, Rucks Department of Management (Strategy), Aug., 2016
E. J. Ourso College of Business, Louisiana State University - May., 2022

EDUCATION

Ph.D. University of Illinois at Urbana-Champaign, IL May., 2016
School of Labor and Employment Relations
M.S. University of Illinois at Urbana-Champaign, IL Dec., 2010
School of Labor and Employment Relations
B.S. Hanyang University, Seoul, Korea Feb., 2007
Business Administration

AREAS OF SPECIALIZATION

- Fields: Strategic Management, Diversity and Inclusion
- Empirical contexts: Corporate Governance, Board of Directors, Executive Succession, Diversity and Inclusion in the Upper Echelons, Shareholder Activism
- Theories: Power in Organizations, Institutional Theory, Social Identity Theory, Faultline Theory, Symbolic Management

REFEREED JOURNAL PUBLICATIONS

- You, J., Shin, T., & Chung Y.** Can Powerful Allies Save the CEO? The Effect of the CEO's Subgroup on CEO Dismissal (Forthcoming). *Strategic Management Journal*.
- Shin, T. & You, J.** (2023). Faults or Faultlines: The effects of board faultlines on CEO dismissal. *Journal of Management*, 49(4), 1344-1393.
- You, J.** (2021). Beyond "twhokenism": Organizational factors enabling female directors to affect the appointment of a female CEO. *Strategic Organization*, 19(3), 353-383
- Shin, T., & You, J.** (2020). Changing words: How temporal consistency in a CEO's use of language toward shareholders and stakeholders affects CEO dismissal. *Corporate Governance: An International Review*, 28(1), 47-68.
- *Corporate Governance: An International Review* Best Paper Award, 2020

- Benton, R. A., & **You, J.** (2019). Governance monitors or market rebels? Heterogeneity in shareholder activism. *Strategic Organization*, 17(3), 281-310.
- Shin, T., & **You, J.** (2017). Pay for talk: How the use of shareholder-value language affects CEO compensation. *Journal of Management Studies*, 54(1), 88-117.
- Benton, R. A., & **You, J.** (2017). Endogenous dynamics in contentious fields: Evidence from the shareholder activism network, 2006–2013. *Socius*, 3, 2378023117705231.

BOOK CHAPTERS

- You, J.**, Terjesen, S., & Bilimoria, D. (2018). “Women in the upper echelons: Women on corporate boards and in top management teams” In *Business and Management*. Oxford Research Encyclopedias.
- Aguilera, R. V., Castro, L. R. K., Lee, J. H., & **You, J.** (2012). “Corporate governance in emerging markets” In G. Morgan and R. Whitley (eds.) *Capitalisms and Capitalism in the 21st Century*. Pp. 319-344. Oxford: Oxford University Press.

RESEARCH IN PROGRESS

- You, J.**, Aguilera, R., & Benton, R. The Effect of Board Diversity Proposals on the Likelihood that Firms will appoint Women to the Boards and Key Board Committees. (Status: In preparation for submission, Target journal: *Academy of Management Journal*)
- Shin, T., **You, J.**, & Chung, Y. What Triggers Director Departure? Power, Faultlines, and Subgroup Perspectives (Status: Writing, Target journal: *Strategic Management Journal*)
- You, J.** & Benton, R. Activists and Advocates: Antecedents and Consequences of Shareholder Activism on Female Board Representation. (Status: In preparation for submission)
- You, J.** & Schnatterly, K. Beyond numbers: How do board faultlines affect the appointment of women to major board committees? (Status: Writing)
- Jeong, S., **You, J.**, & Murphy, A. M. The effect of board diversity proposals on market reactions. (Status: Data collection)
- Fallah, S. & **You, J.** To fire or not to fire the CEO, that is the question: The impact of board of directors’ political ideology on CEO dismissal. (Status: Data collection)

CONFERENCE AND INVITED PRESENTATIONS

- You, J.**, Benton, R. A., & Aguilera, R. V. From nominal diversity to substantive inclusion: The effect of public and private governance on board gender diversity and inclusion. 5th Greater Boston Corporate Governance Workshop, Boston, May 2023
- You, J.**, Benton, R. A., & Aguilera, R. V. From nominal diversity to substantive inclusion: The effect of public and private governance on board gender diversity and inclusion. 2023 INSEAD Conference on Behavioral Perspective of Corporate Governance, Belle-Englise, France, May 2023
- Shin, T., **You, J.**, & Chung, Y. What Triggers Director Departure? Power, Faultlines, and Subgroup Perspectives. Academy of Management, Boston, August 2023
- You, J.**, Shin, T., & Chung, Y. Can powerful allies protect the CEO against performance declines? The role of the CEO’s subgroup power in CEO dismissal. International Corporate Governance Society, Miami, November 2022

You, J. Panelist at the International Corporate Governance Society Annual Meeting, Miami, November 2022

You, J., Shin, T., & Chung, Y. Can powerful allies save the CEO? The effect of the CEO's subgroup on CEO dismissal. Academy of Management, Virtual, August 2021

Shin, T. & You, J. Faults or faultlines: The effects of board faultlines on CEO dismissal. Academy of Management, Boston, August 2019

Shin, T. & You, J. Faults or faultlines: The effects of board faultlines on CEO dismissal. Strategic Management Association, Las Vegas, March 2019

You, J. & Benton, R. Activists and advocates: The effects of shareholder activism on female board representation. Strategic Management Association, Paris, France, September 2018

You, J. & Benton, R. Activists and advocates: The effects of shareholder activism on female board representation. Academy of Management, Chicago, August 2018

Shin, T. & You, J. How a CEO's use of language toward shareholders and stakeholders affects CEO dismissal. Academy of Management, Chicago, August 2018

You, J. It's Time for firms to 'Lean In': How empowering female directors affects firms' selection of a female CEO? Academy of Management, Philadelphia, August 2014

Shin, T. & You, J. CEO dismissal and the CEO's symbolic use of shareholder-value language. Society for the Advancement of Socio-Economics, Chicago, July 2014

You, J. It's time for firms to 'Lean In': How empowering female directors affects firms' selection of a female CEO? Presentation at Corporate Governance Workshop, University of Illinois at Urbana-Champaign, April 11, 2014

You, J. It's time for firms to 'Lean In': How empowering female directors affects firms' selection of a female CEO? Presentation at School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, February 28, 2014

Shin, T. & You, J. Pay for talk: Managerial attention to shareholder value and CEO compensation. Academy of Management, Orlando, August 2013

TEACHING EXPERIENCE

- Managing a Diverse Workforce (MGMT 4411, Undergraduate-level): Spring 2023
- Strategic Management (MGMT 4710, Undergraduate-level): Fall 2022
- Strategic Management Ph.D. Seminar (MGT7800, Graduate-level): Fall 2021
- Strategic Management (MGT 3830, Undergraduate-level): Fall 2016-current
- Strategic Leadership (MGT 4830, Undergraduate-level): Fall 2018- current

FELLOWSHIPS AND AWARDS

- Outstanding untenured professor teaching award, College of Business, Louisiana State University, Spring 2022
- Tiger Athletic Foundation Undergraduate Teaching Award, College of Business, Louisiana State University, Spring 2019
- Junior Faculty Travel Grant, Louisiana State University, 2018
- Tim Judge Fellowship, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, Summer 2015
- Named to the List of Teacher's Ranked Excellent (as a graduate instructor), University of Illinois at Urbana-Champaign, Fall 2013, Spring 2014

SERVICE ACTIVITIES

- Ad Hoc Reviewer:
 - Journal of Management* (2016 ~)
 - Journal of Management Studies* (2017 ~)
 - Organization Science* (2017 ~)
 - Corporate Governance: An International Review* (2015 ~)
- Conference reviewer:
 - Academy of Management, Strategic Management Society
- University-level service
 - Academic mentor for the President's Future Leaders in Research Program, Louisiana State University, 2018
 - Dean's representative, Louisiana State University, 2017, 2018, 2019
- College-level service
 - Globalization committee (member), E. J. Ourso College of Business Louisiana State University, 2020-current
 - Diversity committee (member), E. J. Ourso College of Business Louisiana State University, 2021-current
 - The director for the Center for Workplace Diversity & Inclusion, University of Memphis, FCBE, Fall 2022-current
 - Participating in GROWWTH project
 - Working on Bank of America Fellowship Program (program evaluation)
 - Panelist at the Diversity, Equity, and Inclusion (DEI) workshop the CWDI sponsored, University of Memphis, November, 2022
- Department-level service
 - Faculty Search Committee (member), Rucks Department of Management, Louisiana State University, 2016, 2017, 2018, 2019
 - Comprehensive Exam Committee (member), Rucks Department of Management, Louisiana State University, Summer 2020
 - Ph.D. program committee (member), Rucks Department of Management, Louisiana State University, 2020-current
 - Diversity Advocate, Rucks Department of Management, Louisiana State University, 2020-current
 - Comprehensive Exam grader, Department of Management, University of Memphis, Fall 2022

SUPERVISION OF DOCTORAL STUDENTS

- Samira Fallah: Dissertation committee chair. Ph.D awarded in Aug 2021 at Louisiana State University. Initial placement: Assistant Professor of Strategy at the College of Business, University of Mary Washington.
- Habiba N Alambo: Dissertation committee member (Final defense in Sep, 2020) at Louisiana State University