

**J. DANIEL ZYUNG**

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**ACADEMIC EMPLOYMENT**

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2017 – current      Assistant Professor of Strategy  
Edwin L. Cox School of Business  
Southern Methodist University

**EDUCATION**

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2012 – 2017      Ph.D., Business Administration  
Jesse H. Jones Graduate School of Business  
Rice University

2009 – 2011      M.S., Management  
Red McCombs School of Business  
University of Texas at Austin

2007 – 2009      M.A., Applied Economics  
University of Michigan

2001 – 2007      Bachelor of Business Administration  
Korea University (Military Service: 2002 – 2004)

**RESEARCH**

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**Interests**

Behavioral strategy; Strategic leadership; Corporate governance

**Summary**

My research focuses on strategic leadership – the study of senior executives and their effects on organizational outcomes. Most of my work examines the psychological and cognitive drivers of managerial decision-making – how senior executives’ construal of and responses to environmental stimuli, such as market uncertainty, economy-wide shocks, and institutional change, are guided by their psychological attributes and information processing. Relatedly, I am interested in the topics of behavioral strategy and corporate governance. My research also seeks to go beyond studying the senior-ranked individuals in firms, based on the belief that understanding the psychology of lower-ranked decision-makers in the firm as well as those outside the firm can eventually supplement our understanding of top executives’ behavior.

### **Refereed Journal Publications**

- Zyung, J. D. & Shi, W. In retrospect: The influence of CEOs' historical relative pay on overconfidence. *Strategic Organization*, forthcoming.
- Zyung, J. D., Mittal, V., Kekre, S., Hegde, G. G., Shang, J., Marcus, B., & Venkat, A. 2020. Service providers' decision to use ethics committees and consultation in complex services. *Journal of Marketing Research*, 57: 278-297.
- Kim, H., Hoskisson, R. E., & Zyung, J. D. 2019. Socioemotional favoritism: Evidence from foreign divestitures in family multinationals. *Organization Studies*, 40: 917-940.
- Han, K., Jihye, J., Mittal, V., Zyung, J. D., & Adam, H. 2019. Political identity and financial risk-taking: Insights from social dominance orientation. *Journal of Marketing Research*, 56: 581-601.
- Connelly, B., Shi, W., & Zyung, J. 2017. Managerial response to constitutional constraints on shareholder power. *Strategic Management Journal*, 38: 1499-1517.
- Hoskisson, R. E., Chirico, F., Zyung, J., & Gambeta, E. 2017. Managerial risk-taking: A multi-theoretical review and future research agenda. *Journal of Management*, 43: 137-169.
- Crossland, C., Zyung, J., Hiller, N.J., & Hambrick, D. C. 2014. CEO career variety: Effects on firm-level strategic and social novelty. *Academy of Management Journal*, 57: 652-674.

### **Refereed Conference Proceedings**

- Zyung, J. D. & Sanders, W. G. 2014. Effects of accumulated CEO pay and relative performance on risk taking and performance variance. *Academy of Management Best Paper Proceedings*; Philadelphia, PA.

### **Papers Under Review**

- Zyung, J. D., Zhang, Y., & Shi, W. The power of thinking simply: CEO cognitive complexity and rate of new product introductions. (invited to 2<sup>nd</sup> review at *Strategic Management Journal*)
- Zyung, J. D. & Shi, W. Managerial entrenchment and stakeholder agency problems: The role of CEO communal value. (under 1<sup>st</sup> review at *Strategic Management Journal*)
- Kim, H., Woo, H-S., & Zyung, J. D. CEO seasons model in a low discretion country: Evidence from South Korea. (under 1<sup>st</sup> review at *Journal of Management Studies*)

### **Working Papers**

- Zyung, J. D., Shi, W., & Sun, Z. Rival CEO death and firm competitive actions: The role of CEO regulatory focus.
- Zavyalova, A., Zyung, J. D., Callahan, C., & Hubbard, T. D. Friends and foes: how organizational identification affects constituents' online engagement after competitive contests

- Kim, H., Wang, X., & Zyung, J. D. Are family CEOs cursed winners? Acquisition premiums, market performance, and CEO dismissal in Chinese firms.
- Zyung, J. D., Chin, M. K., & Shi, W. Board political ideologies and firm survival: Evidence from corporate lobbying and political connections during the financial crisis.
- Zyung, J. D. Effect of excise tax on new product introductions in the medical device industry: The role of CEO regulatory focus.
- Zyung, J. D. Related diversification revisited: The role of social comparison among division managers.
- Zyung, J. D. & Zhang, Y. Fat or fit? Implications of acquisitions and divestitures for performance and survival during the 2007-2008 financial crisis.

### **Conference and Workshop Activity**

- (Co-chair) STR Best Dissertation Finalists' Presentations (Symposium). 2020. *Academy of Management virtual annual meeting*.
- (Author) Zyung, J. D. 2018. Professional identity-business identity conflict and risk taking in the context of healthcare reform. *Strategic Management Society annual conference*; Paris, France.
- (Author) Zyung, J. D. 2018. CEO cognitive complexity, firm acquisitions, and survival: Evidence from the recent financial crisis. *Academy of Management annual meeting*; Chicago, IL.
- (Author) Zavyalova, A., Zyung, J. D., Callahan, C., Hubbard, T. D. 2018. The role of (dis)identification for stakeholder reactions to organizational successes and failures, *Micro Meets Macro (MMM) Conference*; Arizona State University, Tempe, AZ.
- (Author) Zyung, J. D. & Zhang, Y. 2017. Who were getting "too big to fail" during the financial crisis? Investigating the role of CEO cognitive complexity. *Strategic Management Society annual conference*; Houston, TX.
- (Co-organizer) Micro-processes in the upper echelons: A dialogue between micro-scholars and macro-scholars (Professional Development Workshop). 2017. *Academy of Management annual meeting*; Atlanta, GA.
- (Author) Kim, H., Zyung, J. D., Woo, H-S, & Kim, J. 2016. CEO culpability revisited: A study of U.S. subsidiary divestitures of Korean multinationals. *Academy of Management annual meeting*; Anaheim, CA.
- (Co-organizer) The ins-and-outs of CEO influence: Sources, processes, and extensions (Professional Development Workshop). 2016. *Academy of Management annual meeting*; Anaheim, CA.
- (Invited Participant) PhD Consortium. 2016. *Micro Meets Macro (MMM) conference*; Arizona State University, Tempe, AZ.
- (Author) Zyung, J. D., Mittal, V., Kekre, S., Hegde, G.G., Shang, J., Marcus, B., & Venkat, A. 2016. An empirical examination of ethics committee consultation in healthcare institutions. *Symposium on Management Research in Healthcare*, Rice University, Houston, TX.
- (Chair): Looking good and sounding better: Impression management by CEOs. 2015. *Strategic Management Society annual conference*; Denver, CO.

- (Invited Participant) Doctoral Workshop. 2015. *Strategic Management Society annual conference*; Denver, CO.
- (Author) \*Zavyalova, A., Zyung, J. D., & Callahan, C. 2015. The role of (dis)identification for stakeholders' approval of an organization following positive and negative events. *Strategic Management Society annual conference*; Denver, CO.  
\**Nominated for Best Conference Paper Award.*
- (Author) Zavyalova, A., Zyung, J. D., & Callahan, C. 2015. The role of (dis)identification for stakeholders' approval of an organization following positive and negative events. *Reputation Symposium*; Oxford University Centre for Corporate Reputation, Saïd Business School, Oxford University.
- (Author) Zyung, J. D. 2015. Related diversification revisited: Social comparison among division managers and value creation. *Academy of Management annual meeting*; Vancouver, BC, Canada.
- (Author) Zyung, J., Sanders, W.G., & Zhang, Y. 2014. The effects of CEO over(under)pay and relative performance on firm strategic behaviors. *Strategic Management Society annual conference*; Madrid, Spain.
- (Author) Zyung, J., & Sanders, W.G. 2014. Effects of accumulated CEO pay and relative performance on risk taking and performance variance. *Academy of Management annual meeting*; Philadelphia, PA.
- (Author) Crossland, C., Zyung, J., & Hiller, N.J. 2012. Toward the development of an unobtrusive measure of CEO openness to experience. *Academy of Management annual meeting*; Boston, MA.
- (Author) Zyung, J., Crossland, C., & Hiller, N.J. 2011. Why do some CEOs prefer dynamism and change? New evidence on executive openness to experience. *Academy of Management annual meeting*; San Antonio, TX.
- (Author) Zyung, J., & Crossland, C. 2010. Firm-level implications of 'fit' between individual and environmental sources of CEO discretion. *Academy of Management annual meeting*; Montreal, QC, Canada.

### **Invited Presentations**

Sungkyunkwan University, 2018  
 Korea Trade and Investment Promotion Agency, Dallas Office, 2018  
 Southern Methodist University, 2017  
 Singapore Management University, 2016  
 The Pennsylvania State University, 2016  
 University of Massachusetts – Amherst, 2016

### **HONORS AND AWARDS**

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Supplementary Funding Support for Management Research in Healthcare (\$4,000),  
 Healthcare Initiative, Jones Graduate School of Business, Rice University, 2016  
 Strategic Management Society, Best Conference Paper award, Nominee 2015  
 Academy of Management Best Paper Proceedings, 2014  
 Doctoral Fellowship, Jones Graduate School of Business, Rice University, 2012-2017

McCombs Research Excellence Grant (co-investigator) (\$6,750), University of Texas at Austin, 2011  
William and Ruth Cooper Fellowship, University of Texas at Austin, 2009-11  
Dora Dieterich Bonham Research Grant (\$1,000), University of Texas at Austin, 2010  
Eugene and Dora Bonham Fellowship, University of Texas at Austin, 2009-10  
Rackham Graduate School Fellowship, University of Michigan, 2008  
B.A. High Honors, Korea University, 2001

## PROFESSIONAL ACTIVITIES

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### Membership

Academy of Management (STR, MOC)  
Strategic Management Society (Strategic Leadership & Governance, Behavioral Strategy)

### Service

Ad hoc reviewer:

*Strategic Management Journal*  
*Academy of Management Journal*  
*Organization Science*  
*Journal of Management*  
*Journal of Management Studies*  
*Corporate Governance: An International Review*  
*Asia Pacific Journal of Management*

Conference reviewer:

*Academy of Management* annual meeting (2011-present)  
*Strategic Management Society* annual conference (2015-present)

Competition reviewer:

Association of Korean Management Scholars (AKMS) Scholarship, 2018

## TEACHING

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Strategic Management in a Global Economy (STRA 5370, undergraduate capstone course),  
Southern Methodist University, Fall 2020  
Strategic Management in a Global Economy (STRA 5370, undergraduate capstone course),  
Southern Methodist University, Fall 2019  
Strategic Management in a Global Economy (STRA 5370, undergraduate capstone course),  
Southern Methodist University, Fall 2018  
Strategic Management in a Global Economy (STRA 5370, undergraduate capstone course),  
Southern Methodist University, Fall 2017  
International Management (MGMT 4301, undergraduate), University of Houston-Downtown,  
Spring 2016

## WORK EXPERIENCE

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2007	Korea Trade-Investment Promotion Agency, Seoul, Korea Research Intern
2002-2004	Korea Defense Intelligence Command, Seoul, Korea

Senior translator to Chief of Staff, Aircraft Maintenance  
*Honorably discharged as sergeant*

**REFEREES**

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Academic references available upon request