

JIHAE YOU

Department of Management
Fogelman College of Business and Economics
University of Memphis
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U.S. Permanent resident

EMPLOYMENT

Associate Professor, Department of Management, Aug., 2024
Director of the Center for Workplace Diversity and Inclusion, - Current
Fogelman College of Business and Economics,
University of Memphis

Assistant Professor, Department of Management, Aug., 2022
Director of the Center for Workplace Diversity and Inclusion, - Aug., 2024
Fogelman College of Business and Economics,
University of Memphis

Assistant Professor, Rucks Department of Management, 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
- Theories: Power in Organizations, Institutional Theory, Social Identity Theory, Faultline Theory

REFEREED JOURNAL PUBLICATIONS

You, J., Shin, T., & Chung, Y. (2023). Can powerful allies protect the CEO against performance declines? The role of the CEO's subgroup power in CEO dismissal. *Strategic Management Journal*, 44(11), 2818-2830.
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 “twokenism”: 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.

MANUSCRIPTS UNDER REVIEW

Datta, A. & **You, J.**, When Political Risk Lingers: Firm-Level Political Risk and CEO Dismissal. 1st round R&R at *Corporate Governance: An International Review*

RESEARCH IN PROGRESS

Shin, T., **You, J.**, & Chung, Y. What Triggers Director Departure? Power and Subgroup Perspectives.

Shin, T., **You, J.**, & Chung, Y. Can women and racial minorities on corporate boards contribute to firm performance?

You, J., Benton, R., & Aguilera, R. From Nominal Diversity to Substantive Inclusion: The Effect of Public and Private Governance on Board Gender Diversity and Inclusion.

CONFERENCE AND INVITED PRESENTATIONS

Shin, T., You, J., & Chung, Y. Can women and racial minorities on corporate boards contribute to firm performance? Board diversity and director isolation on S&P 500 boards. Academy of Management, Copenhagen, Denmark, July 2025

Shin, T., You, J., & Chung, Y. What Triggers Director Departure? Power and Subgroup Perspectives. International Corporate Governance Society, Tempe, November 2024

Shin, T., You, J., & Chung, Y. The Effect of Board Faultlines and Subgroup Characteristics on Director Departure. Academy of Management, Chicago, August 2024

Shin, T., You, J., & Chung, Y. What Triggers Director Departure? Power, Faultlines, and Subgroup Perspectives. Academy of Management, Boston, August 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. 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
- 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

- Strategic Management (MGMT 8500, Ph.D. seminar): Fall 2025
- Managing a Diverse Workforce (MGMT 4411, Undergraduate-level): Spring 2023
- Strategic Management (MGMT 4710, Undergraduate-level): Fall 2022-current
- Strategic Management (MGT7800, Ph.D. Seminar): Fall 2021
- Strategic Management (MGT 3830, Undergraduate-level): Fall 2016-current
- Strategic Leadership (MGT 4830, Undergraduate-level): Fall 2018- current

FELLOWSHIPS AND AWARDS

- Preeminent Publication Award, Fogelman College of Business and Economics, Spring 2024

- Outstanding untenured professor teaching award, E. J. Ourso College of Business, Louisiana State University, Spring 2022
- Tiger Athletic Foundation Undergraduate Teaching Award, 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

- Editorial Reviewer Board:
 - Journal of Management* (2024~)
 - Journal of Management Studies* (2024 ~)
- Ad Hoc Reviewer:
 - Academy of Management Journal* (2023 ~)
 - Strategic Management Journal* (2023 ~)
 - 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
 - Continuous Improvement Committee (member), University of Memphis, Fall 2024~current
 - The Center for Workplace Diversity and Inclusion (CWDI) director, FCBE, University of Memphis, 2022-2025
 - 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
 - Ph.D. Program Committee (member), University of Memphis, Spring 2024-current
 - Tenure and Promotion Committee (member), University of Memphis, Fall 2025
 - Search Committee (member), University of Memphis, Fall 2025

- Scholarship Committee, University of Memphis, Spring 2023
- Undergraduate Curriculum Committee, FCBE, University of Memphis, Fall 2023-current
- 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

- Anamika Datta: Dissertation committee chair. Expected in Summer 2026 at University of Memphis
- Kyle Stockdall: Dissertation committee member. Ph.D awarded in May 2026 at University of Memphis
- Feigu Zhou: Dissertation committee member. Ph.D awarded in Aug 2025 at University of Memphis
- 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