

HARAM SEO

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ACADEMIC EMPLOYMENT

Aug 2021-Present **Texas A&M University**
Assistant Professor, Management, Mays Business School

EDUCATION

2015 - 2021 **University of Minnesota**
PhD, Strategic Management and Entrepreneurship, Carlson School of Management

2013 - 2015 **Seoul National University**
M.S., Organization Theory, SNU Business School

2006 - 2011 **Seoul National University**
B.A., SNU Business School, Graduated with *Cum Laude*

RESEARCH INTERESTS

Nonmarket Strategy, Corporate Social Responsibility, Corporate Philanthropy, Social Movement

JOURNAL PUBLICATION

Haram Seo, Jiao Luo, & Aseem Kaul. 2020. Giving a Little to Many or a Lot to a Few? The Benefits of Specialization and Variety in Corporate Philanthropy. *Strategic Management Journal*. 42(9), 1734-1764.

- Winner, Distinguished Paper Award, STR Division, 2018 Academy of Management Annual Meeting
- Winner, Outstanding Paper Award, 2018 Annual Conference of Alliance for Research on Corporate Sustainability (ARCS)
- Academy of Management 2018 Best Paper Proceedings (STR division)

Jiao Luo, Aseem Kaul, & **Haram Seo**. 2018. Winning Us with Trifles: Adverse Selection in the Use of Philanthropy as Insurance. *Strategic Management Journal*. 39(10), 2591-2617

- Lead article
- Finalist, the IACMR-RRBM Responsible Research in Management Award

DISSERTATION

Haram Seo. "Corporate Philanthropy as a Strategic Tool for Advocacy" *First Essay of Dissertation*.

- Winner, Robert J. Litschert Award, STR Division, 2019 Academy of Management Annual Meeting
- Finalist, Best Conference PhD Paper Prize, 2019 Strategic Management Society Annual Meeting
- Academy of Management 2019 Best Paper Proceedings (STR division)
- Doctoral Dissertation Fellowship, Carlson School of Management, 2019

Haram Seo. "Competitive Dynamics of Corporate Activism: Asymmetric Responses from Ideological Ally and Opponent" *Second Essay of Dissertation*. *Under Review*.

- Winner, Distinguished Paper Award, STR Division, 2022 Academy of Management Annual Meeting
- Academy of Management 2022 Best Paper Proceedings (STR division)
- Doctoral Dissertation Fellowship, University of Minnesota, 2020 (Awarded to PhD candidates who have shown the greatest academic potential across all departments at University of Minnesota, USD \$25,000)

OTHER WORK IN PROGRESS

“Does Bystander Corporate Giving Change in the Aftermath of a Scandal” with Paruchuri Srikanth (Under review)

“Gotta Serve Somebody: The Elitist Nature of U.S. Corporate Philanthropy” with Aseem Kaul and Jiao Luo (Finalizing manuscript)

“Can Policy Influence Resource Allocation? Evidence from China’s Strategic Emerging Industry Initiative” with Hua Cheng and Kishore Gawande (Finalizing manuscript)

“Paying for Silence: Activist Attacks and Corporate Giving” with Kate Odziemkowska (Data analysis)

“Who Benefits from Destructive Creation? Evidence from Innovation after 9/11 Attack” (Working paper)

- Academy of Management 2015 Best Paper Proceedings (BPS division)

HONORS & AWARDS

Distinguished Paper Award, STR Division, 2022 Academy of Management Annual Meeting

Best Paper Proceedings, STR Division, 2022 Academy of Management Annual Meeting

Robert J. Litschert Best Doctoral Student Paper Award, STR Division, 2019 Academy of Management Annual Meeting

Finalist, Best Conference PhD Paper Prize, 2019 Strategic Management Society Annual Meeting

Finalist, 2019 IACMR-RRBM Responsible Research in Management Award

Best Paper Proceedings, STR Division, 2019 Academy of Management Annual Meeting

Distinguished Paper Award, STR Division, 2018 Academy of Management Annual Meeting

Outstanding Paper Award, 2018 Annual Conference of Alliance for Research on Corporate Sustainability

Nominated, Best Conference Paper Award, 2018 Strategic Management Society Annual Meeting

Best Paper Proceedings, STR Division, 2018 Academy of Management Annual Meeting

Best Paper Proceedings, BPS Division, 2015 Academy of Management Annual Meeting

Doctoral Dissertation Fellowship, 2020-2021, University of Minnesota

Doctoral Dissertation Fellowship, 2019-2020, Carlson School of Management

PhD Student Travel Fellowship, 2015-2019, Carlson School of Management

Scholarship for Superior Academic Performance, Seoul National University

SELECTED CONFERENCE PRESENTATIONS AND INVITED WORKSHOPS

“Competitive Dynamics of Corporate Activism: Asymmetric Responses from Ideological Ally and Opponent.”

Presented at Academy of Management Annual Meeting (Seattle, 2022)

Presented at Strategy Science Conference (New York, 2022)

Presented at Harvard Business School (Boston, 2020; Virtual)

Presented at Columbia Business School (New York, 2020; Virtual)

Presented at Penn State University (University Park, 2020; Virtual)

Presented at Texas A&M University (College Station, 2020; Virtual)

Presented at University of Utah (Salt Lake City, 2020; Virtual)

Presented at Consortium for Competitiveness and Cooperation (Toronto, 2020; Virtual)

Presented at Strategic Management Society Conference (London, 2020; Virtual)

Presented at Annual Economic Sociology Conference (Carnegie Mellon, 2020; Virtual)

“Corporate Philanthropy as a Strategic Tool for Advocacy.”

Presented at Alliance for Research on Corporate Sustainability Conference (UNC, 2019)

Presented at Academy of Management Annual Meeting (Boston, 2019)

Presented at Strategic Management Society Conference (Minneapolis, 2019)

“Giving a Little to Many or a Lot to a Few? The Benefits of Specialization and Variety in Corporate Philanthropy.”

Presented at University of Texas at Austin (Austin, 2019)*

Presented at INSEAD (Singapore, 2018)*

Presented at Strategic Management Society Conference (Paris, 2018)
Presented at Purdue University (West Lafayette, 2018)*
Presented at Academy of Management Annual Meeting (Chicago, 2018)
Presented at Alliance for Research on Corporate Sustainability Conference (MIT, 2018)
Presented at Annual Strategy and the Business Environment Conference (Wharton, 2018)*
Presented at Singapore Management University (Singapore, 2018)*

“Winning Us with Trifles: Adverse Selection in the Use of Philanthropy as Insurance.”

Presented at Cornell University (Ithaca, 2018)*
Presented at Purdue University (West Lafayette, 2018)*
Presented at Nanyang Technological University (Nanyang, 2018)*
Presented at National University of Singapore (Singapore, 2018)*
Presented at University of Florida (Gainesville, 2017)*
Presented at Academy of Management Annual Meeting (Atlanta, 2017)*
Presented at Strategic Management Society Conference (Berlin, 2016)*

“Who Benefits from Destructive Creation?: Evidence from R&D Investment after 9/11 Attack.”

Presented at Strategic Management Society Conference (Houston, 2016)
Presented at Academy of Management Annual Meeting (Vancouver, 2015)

“Categorical Performance Feedback and New Product Development: A Case of U.S. Film Industry.”

Presented at Academy of Management Annual Meeting (Anaheim, 2016)
Presented at Strategic Management Society Conference (Denver, 2015)

*Presented by coauthor

PROFESSIONAL ACTIVITIES & SERVICES

Editorial Review Board for *Strategic Management Journal*, 2022 – Present
Ad-hoc reviewer for *Organization Science*, *Administrative Science Quarterly*
Panelist for 2019 SMS Stakeholder Strategy IG Session “Out-of-the-spotlight Stakeholder Strategies”
Co-organizer of 2021 AOM symposium “Corporate Social and Political Activism” (with Steve Kofford and Kate Odziemkowska)
Reviewer for Academy of Management Annual Meetings (OMT & STR: 2013 – Present)
Reviewer for Strategic Management Society (2013 – Present)
Session Chair for Academy of Management Annual Meeting (Atlanta, 2017; Vancouver, 2020)

TEACHING

Instructor

Strategic Management, Instructor, Texas A&M University (Spring 2022)
Undergraduate core course in strategic management. Solely responsible for developing syllabus, lecturing, leading case discussions, and grading
Fundamentals of Management, Instructor, University of Minnesota (Fall 2017)

Teaching Assistant

Complex and Cross-Cultural Negotiations, Teaching Assistant, University of Minnesota (Spring 2019)
MBA and JD joint course in negotiation strategies. Professor: Dr. Paul Vaaler
Ethical Environment of Business, Teaching Assistant, University of Minnesota (Spring 2018)
MBA course in management of ethical and social issues. Professor: Dr. Jeffrey Kaufmann
Business Strategy, Teaching Assistant, University of Minnesota (Spring 2017)
Undergraduate core course in business strategy development. Professor: Dr. Mary Benner
Strategic Management, Teaching Assistant, University of Minnesota (Fall, Spring 2016)
Executive MBA course in strategic management. Professor: Dr. Alfred Marcus
International Business, Teaching Assistant, University of Minnesota (Spring 2016)

Undergraduate course in international business. Professor: Dr. Gurneeta Singh
Organizational Behavior, Teaching Assistant, Seoul National University (Fall 2014)
Undergraduate course in organizational behavior. Professor: Dr. Jonghoon Bae

INDUSTRY EXPERIENCES

2011 - 2013

A.T.Kearney, Seoul, Korea

Management Consultant

2009

LG Electronics, Seoul, Korea

Intern, New Product Development Team, Mobile Business Department