

Dr. O. Volkan Ozbek
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EDUCATIONAL BACKGROUND

PhD in Business Administration with Strategy concentration 2012 – 2017
University of Texas at Arlington, Arlington, TX
Diss. Title: The Effect of Corporate Governance on the Change in Market Valuation of Corporate Spin-Offs: An Empirical Investigation of Spun-Off Subsidiaries

Master of Science (MS) in Business 2009 – 2012
University of Wisconsin School of Business, Madison, WI

Masters in Business Administration (MBA) 2005 – 2007
Saginaw Valley State University, University Center, MI

Master of Science (MS) in Management Science 2002 – 2004
Naval Sciences and Engineering Institute, Istanbul, Turkiye

Bachelor of Science (BS) in Computer Engineering 1995 – 1999
Turkish Naval Academy, Istanbul, Turkiye

ACADEMIC & PROFESSIONAL EXPERIENCE

Fulbright Specialist Award 06.13.2025 – 06.13.2028
U.S. Department of State's Bureau of Educational and Cultural Affairs (ECA) and World Learning
(tenured for three years)

Assistant Professor of Management 2023 – now
Dept. of Mgmt. & Mark., TAMU-San Antonio
(Highlighted in the *ADELANTE University Magazine of Spring' 2024*)
(up for P&T in fall of 2025)

Assistant Professor of Business Administration 2019 – 2023
Dept. of Business Admin., Trinity University
(Highlighted in the *IMPACT Annual Magazine of 2020*)

Special Lecturer (visiting professor) January of 2019
School of Economics, Srinakharinwirot University (SWU)

Assistant Professor of Management 2016 – 2019
Dept. of Management, University of San Diego

Research and Teaching Assistant 2012 – 2016
Dept. of Management, University of Texas at Arlington

Research and Teaching Assistant 2009 – 2012
Dept. of Management and HR, University of Wisconsin

Visiting Research Scholar 2007 – 2009
Dept. of Management, Michigan State University

Naval Officer/ Cadet 1999 – 2005/ 1991 – 1999
Turkish Navy/ Naval Academy & High School

JOURNAL PUBLICATIONS

(According to the ABDC Journal Classification list, *Academy of Management Review* is ranked as an “A*” journal and *American Business Review* is ranked as an “A” journal.)

- Ozbek, O.V. 2025. Assessing the market performance of U.S. corporate spin-offs: Effects of directors’ age and external board appointments along with their interaction. ***Corporate Governance: The International Journal of Business in Society***, 25(4), 843-859.
- Ozbek, O.V. 2023. Examining effects of managerial and institutional ownerships on market value of corporate spin-offs. ***Management: Journal of Contemporary Management Issues***, 28(2), 217-230.
- Ozbek, O.V. 2021. Market performance of spun-off subsidiaries: Effects of board independence and directors’ industry experience. ***American Business Review***, 24(1), 249-267.
- Ozbek, O.V. 2020. The market success of corporate spin-offs: Do CEO external directorships, age, and their interactions matter? ***American Business Review***, 23(2), 235-252.
- Ozbek, O.V., & Boyd, B. 2020. The influence of CEO duality and board size on the market value of spun-off subsidiaries: The contingency effect of firm size. ***Journal of Strategy and Management***, 13(3): 333-350.
- Navis, C., & Ozbek, O.V. 2017. Why context matters: Overconfidence, narcissism, and the role of objective uncertainty in entrepreneurship. ***Academy of Management Review***, 42(1): 148-153.
- Navis, C., & Ozbek, O.V. 2016. The right people in the wrong places: The paradox of entrepreneurial entry and successful opportunity realization. ***Academy of Management Review***, 41(1):109-129. [This article, which was also recognized as the “most read” paper in 2016 by AMR, was spotlighted both as a video and story by the *Academy of Management Insights*: [How to Spot Entrepreneurs Who Are Likely to Crash and Burn - YouTube](#); [How to Spot Entrepreneurs Who Are Likely to Crash and Burn | AOM Insights](#))

WORK-IN-PROGRESS RESEARCH PROJECTS

- Navigating industry conditions: How dynamism, complexity, and munificence shape the market performance of spun-off subsidiaries. (R&R received from *Journal of Business Strategy*; co-authored with Drs. Black and Boyd)
- Explaining the impact of corporate political activity and governance practices on the performance of spin-offs. (to be submitted to *Journal of Business Strategy* in the fall of 2025; co-authored with Dr. Ozer)

EARLY-STAGE RESEARCH PROJECTS

- The influence of CEO origin on market valuation of spun-off subsidiaries: The moderating effect of firm capital intensity.
- CEO ownership and market value of corporate spin-offs: The moderating of environmental complexity.
- CEO compensation structure and market success of U.S. corporate spin-offs: The moderating effect of CEO duality.

CONFERENCE PRESENTATIONS/ PROCEEDINGS

- “The effects of CEO self-determination and firm strategic flexibility on the performance of greenfield investments.” Presented at the conference of *Academy of International Business-Canada*, Kingston, Ontario, August of 2025.
- “The choice of international acquisitions: Effects of CEO’s power distance orientation and firm’s competitive aggressiveness.” Presented at the conference of *Academy of International Business-Canada*, Calgary, Alberta, September of 2024.
- “The performance of international strategic alliances: Analyzing the effects of CEO long-term orientation and masculinity.” Presented at the conference of *The Society for the Advancement of Management*, Orlando, Florida, April of 2024.
- “Effects of CEO’s uncertainty avoidance-based cultural background and age on the choice of international joint ventures.” Presented at the conference of *Academy of International Business-Southeast*, Atlanta, Georgia, October of 2023.
- “CEO compensation structure and market success of U.S. corporate spin-offs: The moderating effect of CEO duality.” Presented at the conference of *Western Decision Sciences Institute*, Portland, Oregon, April of 2023.
- “Board ownership and market value of U.S. corporate spin-offs: Examining the moderating effect of capital intensity.” Presented at the conference of *National Business and Economics Society*, San Juan, Puerto Rico, March of 2023.
- “The effect of CEO’s cultural background on the foreign market entry: Examining the moderating effects of external board memberships and CEO duality.” Presented at the conference of *Academy of International Business-Southeast*, Panama City Beach, Florida, October of 2022.
- “Market performance of spun-off subsidiaries under dynamic and munificent industry conditions: The moderating effects of firm size and capital intensity.” Presented at the conference of *National Business and Economics Society*, Maui, Hawaii, March of 2022.
- “The influence of CEO origin on market valuation of spun-off subsidiaries: The moderating effect of firm capital intensity.” Presented at the conference of *Southeast Decision Science Institute*, Jacksonville, Florida, February of 2022.

- “Explaining corporate competitiveness via cognitive conflict and munificence.” Presented at the conference of *Southeast Decision Science Institute*, Jacksonville, Florida, February of 2022.
- “The increased importance of global virtual teams following the COVID-19 pandemic.” Presented at the conference of *Southeast Decision Science Institute*, Jacksonville, Florida, February of 2022.
- “Market performance of spun-off subsidiaries: Effects of board independence and directors’ industry experience.” Presented at the conference of *Eastern Academy of Management*, online, May of 2021.
- “Explaining speed of internationalization via affective conflict and uncertainty.” Presented at the conference of *Academy of International Business- SouthEast*, online, October of 2020.
- “The influence of CEO duality and board size on the market value of spun-off subsidiaries: The contingency effect of firm size.” Presented at the conference of *Australia and New Zealand Academy of Management*, Cairns, Australia, December of 2019.
- “The choice of international joint ventures: Effects of TMT collectivism and CEO narcissism.” Presented at the conference of *Academy of International Business- SouthEast*, San Antonio, Texas, October of 2019.
- “The effect of ownership structures on the change in market valuation of spun-off subsidiaries: Do managerial and institutional ownerships really matter?” Presented at the conference of *European Academy of Management*, Lisbon, Portugal, June of 2019.
- “Better performing spun-off subsidiaries in the market: Are risk-taking top executives who support newness needed?” Presented at the conference of *National Business and Economics Society*, San Juan, Puerto Rico, March of 2019.
- “How to better govern emerging multinational corporations: Do CEO characteristics matter?” Presented at the conference of *6th Copenhagen Conference on 'Emerging Multinationals': Outward Investment from Emerging Economies*, Copenhagen, Denmark, October of 2018.
- “Effects of international experience and legitimacy on the performance of greenfield investments.” Presented at the conference of *Academy of International Business-Midwest*, Chicago, Illinois, April of 2018.
- “Improving firm competitiveness via conflicted and integrated top management teams.” Presented at the conference of *Decision Sciences Institute*, Washington, D.C., November, 2017.
- “The performance of spun-off subsidiaries: Effects of proactiveness, legitimacy, and hubris.” Presented at the conference of *Western Academy of Management*, Palm Springs, California, March of 2017.

- “The impacts of proactiveness, risk taking, and industry characteristics on the performance of greenfield investments.” Presented at the conference of *Academy of International Business-Midwest*, Chicago, Illinois, April of 2016.
- “The impacts of firm entrepreneurial orientation and executive overconfidence on the speed of internationalization.” Presented at the conference of *Academy of International Business-Southeast*, Miami, Florida, October of 2014.
- “Explaining international competitive aggressiveness via environmental munificence and CEO hubris.” Presented at the conference of *Academy of International Business-Southeast*, Miami, Florida, October of 2014.
- “The selection of high-risk foreign entry modes: The effects of CEO hubris and TMT behavioral integration.” Presented at the conference of *Academy of International Business*, Vancouver, Canada, June of 2014.
- “The impact of human capital on organizational legitimacy via strategic conformity and persistence.” Presented at the conference of *SouthWest Academy of Management*, Dallas, Texas, March of 2014.
- “The critical linkages among board heterogeneity, environment, and firm’s strategic aggressiveness.” Presented at the conference of *Southern Management Association*, New Orleans, Louisiana, November of 2013.
- “The right people in the wrong places: Executive founders and the survival of their ventures.” presented at the conference of *Academy of Management*, Orlando, Florida, August of 2013. (Co-authored with Dr.Chad Navis.)
- “The effects of top management team demographics on decision implementation and decision outcomes.” presented at the conference of *Decision Sciences Institute*, San Francisco, California, November of 2012. (Co-authored with Dr.Ray Aldag.)
- “Are there any linkages between cognitive diversity within the top management teams and strategic decision speed?” Presented at the conference of the *Decision Sciences Institute*, San Francisco, California, November of 2012.

COURSES TAUGHT

- MGMT 4331 International Business @ TAMUSA (Spring of 2025).
- MGMT 4331 International Business @ TAMUSA (Fall of 2024).
- MGMT 4370 Strategic Management – Capstone @ TAMUSA (Summer of 2024, 2025).
- MGMT 3311 Principles of Management @ TAMUSA (Summer of 2024).
- MBA 5134&5135 Strategic Management – Capstone @ TAMUSA (Winter of 2023-24).
- MGMT 4370 Strategic Management – Capstone @ TAMUSA (Spring of 2024, 2025).
- MGMT 4370 Strategic Management – Capstone @ TAMUSA (Fall of 2023, 2024).

- MGMT 3311 Principles of Management @ TAMUSA (Spring of 2024).
- MGMT 3311 Principles of Management @ TAMUSA (Fall of 2023).
- BUSN 4301 Strategic Management – Capstone @ TU (Spring of 2020, 2021, 2022, 2023).
- BUSN 4301 Strategic Management – Capstone @ TU (Fall of 2019, 2020, 2022).
- MGMT 3361 International Management @ TU (Fall of 2019, 2020, 2022).
- ECO 212 Introduction to Business @ SWU in Thailand (January of 2019).
- GSBA 532 International Comparative Management @ USD (Spring of 2017).
- BUSN 361 Introduction to International Business @ USD (2016, 2017, 2018).
- MGMT 309 International Comparative Management @ USD (2016, 2017, 2018).
- MANA 4321 International Management @ UTA (2015, 2016).
- MANA 4322 Organizational Strategy – Capstone @ UTA (2014, 2015).

SIMULATIONS USED IN THE CLASSROOM

- Strategic Management → *Value Champion* by Harvard Business School Publishing.
- International Business → *GlobeSmart* by Aperian Inc.

PROFESSIONAL AFFILIATIONS

- Academy of International Business (AIB).
- Academy of International Business – Southeast (AIB-SE).
- Eastern Academy of Management (EAM).
- Decision Sciences Institute (DSI).
- Australian and New Zealand Academy of Management (ANZAM).

INSTITUTIONAL SERVICE

- Applied and approved for making MGMT 4331 International Business an experiential learning designated course in 2025 at TAMUSA.
- Judge for the Student Research Symposium (online posters) in 2025 at TAMUSA.
- Departmental faculty representative at the Future Jaguar Day in 2025 at TAMUSA.
- Inaugural (and volunteered) faculty advisor of I.B. Club in 2025 at TAMUSA.
- Moderator at the TX Regional Ethics Bowl in 2024 at TAMUSA.

- Departmental faculty representative at the Future Jaguar Day in 2024 at TAMUSA.
- University Retention Steering Committee member at TAMUSA (2024 – now).
- University Curriculum Committee member at TAMUSA (2024 – now).
- College Curriculum Committee member at TAMUSA (2024 – now).
- Host faculty for Prof. Laszlo Tihanyi's Brown Bag Seminar at TAMUSA in 2024.
- Judge for the Student Research Symposium (in-person presentations) in 2024 at TAMUSA.
- University Writing Across the Curriculum Committee member at TAMUSA (2023 – now).
- Volunteer at the Lights of Esperanza in 2023 at TAMUSA.
- Student Paper Awards Committee member in 2023 at TAMUSA.
- Supply Chain Faculty Search Committee member in 2023 at TAMUSA.
- Business Undergraduate Students Task Force member in 2023 at TAMUSA.
- Strategic Management Curriculum Revision Task Force member in 2023 at TAMUSA.
- International Management Curriculum Revision Task Force member in 2023 at TAMUSA.
- Wrote a proposal for the revision of IM major at TAMUSA in 2023, San Antonio, TX.
- Volunteer faculty for the Academic Open House events as a representative of the Department of Business Administration at TU in 2023.
- Lectures and Visiting Scholar Committee member at TU (2022 – 2023).
- Assisted the Dean with the Assurance of Learning (AOL) documentation of two majors in for the AACSB re-accreditation process at TU in 2021.
- Teaching and Learning Support Committee member at TU (2020 – 2023).
- Host faculty for Prof. Laszlo Tihanyi's Seminar at TU in 2020.
- Wrote a proposal for the AIB-SE conference student scholarship at TU in 2019.
- Faculty coordinator for the "Virtual Global Teams" student project at USD in 2017.
- Host faculty for the Management Research Seminars at USD in 2017.
- Volunteer faculty for the Incoming Students' and Family Welcoming events as a representative of the School of Business at USD in 2017 and 2018.

EXTERNAL SERVICE

- Reviewer for *Journal of Business Strategy* (2025 – now).
- Reviewer for the conference of AIB-SE in 2025.
- Invited Reviewer for *Long Range Planning* in 2024.
- Reviewer for *Corporate Governance* (2024 – now).
- Reviewer for *Management: Journal of Contemporary Management Issues* (2024 – now).

- Reviewer for the conference of AIB in 2024, S. Korea.
- Reviewer for the conference of ANZAM in 2023, New Zealand.
- Session chair for the conference of WDSI in 2023, Portland, Oregon.
- Session chair for the conference of NBES in 2023, San Juan, Puerto Rico.
- Reviewer for the conference of AIB in 2023, Warsaw, Poland.
- Invited reviewer for the *Journal of Business Research* in 2022.
- Reviewer for the conference of ANZAM in 2022, Gold Coast, Australia.
- Reviewer for the conference of AIBSE in 2022, Panama City Beach, Florida.
- Reviewer for the conference of SMA in 2022, Little Rock, Arkansas.
- Reviewer for the conference of AOM in 2022, Seattle, Washington.
- Reviewer for the conference of AIB in 2022, Miami, Florida.
- Reviewer for the conference of EAM in 2022, Portland, Maine.
- Session chair for the conference of NBES in 2022, Maui, Hawaii.
- Reviewer for the *Canadian Journal of Administrative Sciences* (2021 – now).
- Reviewer for the *American Business Review* (2021 – now).
- Session chair and reviewer for the conference of SEDSI in 2022, Jacksonville, Florida.
- Reviewer for the conference of ANZAM in 2021, online.
- Reviewer for the conference of AIB-SE in 2021, online.
- Reviewer for the conference of EAM in 2021, online.
- Reviewer for the conference of AIB-SE in 2020, online.
- Reviewer for the conference of EIBA in 2019, Leeds, United Kingdom.
- Reviewer for the conference of AIB-SE in 2019, San Antonio, Texas.
- Reviewer for the conference of SMA in 2019, Norfolk, Virginia.
- Discussant for the conference of 6th Copenhagen Conference on Emerging Multinationals in 2018, Copenhagen Business School, Denmark.
- Reviewer for the conference of AIB-MidWest in 2018, Chicago, Illinois.
- Session chair and reviewer for the conference of DSI in 2017, Washington, D.C.
- Reviewer for the conference of SMA in 2017, St. Pete Beach, Florida.
- Reviewer for the conference of WAM in 2017, Palm Springs, California.
- Reviewer for the conference of SMA in 2015, St. Pete Beach, Florida.
- Reviewer for the conference of AOM in 2015, Vancouver, Canada.
- Reviewer for the conference of AIB-SE in 2014, Florida, Miami.
- Reviewer for the conference of AIB in 2014, Vancouver, Canada.

- Reviewer for and discussant at the conference of SWAM in 2014, Dallas, Texas.
- Session chair at the conference of SMA in 2013, New Orleans, Louisiana.

HONORS / AWARDS / CERTIFICATIONS

- *Teaching Tips* published in Dess et al. Strategic Management textbook by McGrawHill as a part of their semiannual update. 2025
- *AI Educator Certification* from Auburn University. 2024
- *Best Reviewer Award* at AIB Conference. 2024
- Professional Development Certification on *Fundamentals of Case Teaching* from Harvard Business School. 2024
- *Best Reviewer Award* in Leadership, Governance, and Strategy Stream at ANZAM Conference. 2023
- *GlobeSmart Simulation Educator Certification*. 2022
- Professional Development Certification on *Foundations of Ethical Decision-Making: Government and Political Issues* from Georgetown University. 2022
- Professional Development Certification on *Ethical Decision-Making: Labor and Production Dilemmas* from Georgetown Univ. 2022
- *Best Empirical Paper Award* in Strategy and IM at EAM. 2021
- Professional Development Certification on *Connected Strategy - Capstone* from UPenn Wharton Business School. 2020
- Professional Development Certification on *Competitive Advantage* from UPenn Wharton Business School . 2020
- Professional Development Certification on *Connected Strategy* from UPenn Wharton Business School. 2020
- Professional Development Certification on *Hybrid and Online Teaching* from Harvard Business School. 2020
- “Most Read” Paper of 2016 recognition in AMR. 2017
- Best doctoral student reviewer award nominee at AIB-SE. 2014
- Doctoral student stipend award from AIB. 2014
- John D. Stanley Scholarship award in Strategic Mgmt. at UTA. 2014
- Doctoral student stipend award from SWAM. 2014

OTHER ACTIVITIES

- Brown Bag Seminar Presentation titled *How to Make TAMUSA Students Gain a Competitive Advantage* hosted by the Center of Academic Innovations. 2025
- Brown Bag Seminar Presentation titled *How to Effectively Teach Case Studies in the Classroom* hosted by the School of Business. 2025
- Guest speaker at Kadir Has University, Istanbul-Turkiye. 2021
- Guest speaker at INTB 4361 class at TU. 2020
- Guest speaker at Koc University, Istanbul-Turkiye. 2018
- Guest speaker at an MBA class at UMass-Amherst. 2017
- Guest speaker at an undergrad. marketing class at USD. 2016
- Volunteer mentor for a first-year doctoral student at UTA. 2014
- Keynote speaker at the Great Southwest Arlington Rotary Club. 2013

INDUSTRY CONNECTIONS

(These distinguished “top” executives below have been brought in as guest speakers to my Strategic/ International Management classes either in-person or via Zoom. Many of their companies are listed in the Fortune-500 list. With some of these companies, following the visits of their top executives, schools were able to establish stronger connections, which resulted in more internship opportunities for students.)

- Mr. Ahmet Bozer (Retired Executive of Coca Cola) 2024-fall
- Mr. Can Caka (CEO at Anadolu Efes in Türkiye) 2022-fall
- Mr. Thomas Rodgers (Exec VP. and Chief Strategy & Business Development Officer at McKesson Corp.) 2022-fall
- Ms. Natalie Walrond (Director at WestEd & TU alumnus) 2022-fall
- Mr. John Sauter (VP at HEB) 2020-fall
- Mr. Okan Guner (GM of Türkiye & Russia in Pfizer) 2020-fall
- Mr. Joe Gorder (Chairman, CEO, and Pres. of Valero Energy) 2019-fall
- Mr. Burak Basarir (CEO of Coca Cola in Türkiye) 2019-fall