

PROMOTION RECOMMENDATION
The University of Michigan-Dearborn
College of Business

Young K. Ro, associate professor of management studies, with tenure, Department of Management Studies, College of Business, is recommended for promotion to professor of management studies, with tenure, Department of Management Studies, College of Business.

Academic Degrees:

Ph.D.	2003	University of Michigan, Ann Arbor, MI
M.S.	2000	University of Michigan, Ann Arbor, MI
M.S.	1997	Purdue University, West Lafayette, IN
B.S.	1994	Purdue University, West Lafayette, IN

Professional Record:

2010 – present	Associate Professor (with tenure), Department of Management Studies, College of Business, University of Michigan-Dearborn
2004 – 2010	Assistant Professor, Department of Management Studies, College of Business, University of Michigan-Dearborn
2003 – 2003	Lecturer, Department of Management Studies, College of Business, University of Michigan-Dearborn
2002 – 2003	Primary Instructor, Department of Industrial & Operations Engineering, University of Michigan
2001 – 2001	Project Engineer, Adv. Products Group, TRW Inc., Farmington Hills, MI

Summary of Evaluation:

Teaching: Professor Ro is rated as excellent in teaching. He has been rated highly by his students with evaluation scores above the department average, nearly every semester and at or near the top of the department in numerous semesters. He has participated in the development of curriculum for both the undergraduate and graduate supply chain major and concentration in the B.B.A. and M.B.A. programs, as well as the M.S. in supply chain management program. He has created four different courses in the Operations Management/Supply Chain Management discipline. He has supervised several honors program student projects in the College of Business.

Research: Professor Ro is rated as excellent in research. Professor Ro has published 29 peer-reviewed journal articles. Since his promotion to associate professor in fall 2010, he has published 16 journal articles. According to the College of Business journal rankings, three of these publications are classified as superior, 10 are classified as very good, and three are classified as refereed journals. In addition, he has one book chapter to his credit. He also has published 15 conference proceedings. Many of his articles have won research awards from journals and conferences. Among them, is the Showcase Award by the Midwest Academy of Management for the 2016 Annual Meeting Inter-Organizational Relations and Supply Chain

track. Professor Ro is also the winner of College of Business's Researcher of the Year Award for the year 2014.

Recent and Significant Publications:

- Nair, A., Yan, T., Ro, Y.K., Oke, A., Chiles, T.H., & Lee, S.Y. (2016). "How Environmental Innovations Emerge and Proliferate in Supply Networks: A Complex Adaptive Systems Perspective." *Journal of Supply Chain Management*, Vol. 52, No. 2, pp.66-86.
- Ro, Y.K., Su, H.C., & Chen, Y.S. (2016). "A Tale of Two Perspectives on an Impending Supply Disruption." *Journal of Supply Chain Management*, Vol. 52, No. 1, pp.3-20.
- Pereira, R., Ro, Y.K., & Liker, J.K. (2014). "Product Development & Failures in Learning from Best Practices in U.S. Auto: A Supplier Perspective." *IEEE Transactions on Engineering Management*, Vol. 61, No. 3 (August), pp. 545-556.
- Park, J.-K., & Ro, Y.K. (2013). "Product Architectures & Sourcing Decisions: Their Impact on Performance." *Journal of Management*, Vol. 39, No. 3 (March), pp. 814-846.
- Park, J.-K., & Ro, Y.K. (2011). "The Impact of a Firm's Make, Pseudo-Make, or Buy Strategy on Product Performance." *Journal of Operations Management*, Vol. 29, No. 4 (May), pp. 289-304.

Service: Professor Ro is rated as excellent in service. He has served as either a member or chair of most of the standing College of Business committees over the years, as well as multiple university committees. Currently, he is serving on the college's Strategic Planning Committee. He is on the editorial board of several accredited journals and is an ad-hoc reviewer for many different journals in his areas of expertise. He has served on several doctoral dissertation committees at the University of Michigan, Ann Arbor. He is the recipient of the first College of Business's Service Excellent Award, for the year 2014.

External Reviewers:

Reviewer A: "I ... consider Young to be one of the thought leaders in our field on topics, such as product development [sic] the areas product design and supply chain relationships. ... Young has built a very impressive research record and a strong pipeline of, what I fully expect to be, future publications. ... He would be a strong candidate for a full professor at [my Institution]; as I expect he would be at many of the other top business schools around the world."

Reviewer B: "In view of the time and effort that Professor Ro has dedicated to teaching, I am very impressed with his publication record. ... The three papers that I read explored novel and unexplored issues in our field, and they demonstrated a methodical thinking and solid execution of the discovery process. ... Professor Ro has a solid pipeline of manuscripts under review. ... It is clear to me that he will not rest on his laurels after he is promoted."

Reviewer C: "In reviewing his published research, I am impressed by the scope of his methodological approaches which include archival data, case studies, longitudinal cases, experiments, an ethnographic study, and optimization. ... The volume of his work is substantial. ... In summary, I believe Dr. Ro is considerably qualified for promotion to full professor – and I state that without reservation."

Reviewer D: “In sum, I fully support the promotion of Professor Ro to the rank of full professor at UM because he more than doubled his research output, *in terms of both quality and quantity*, from the time he was promoted to Associate Professor at UM. This is a heuristic that I personally use to evaluate a case for Full. ... In Professor Ro’s case, another positive point is that he has started publishing in top quality journals after obtaining tenure.”

Reviewer E: “I believe that most scholars in these respective fields would agree that three of the articles appear in very high quality journals, while several others appear in well-respected journals. The ability to publish such a quantity of papers, punctuated by highly respected contributions is impressive. Professor Ro’s record provides evidence of his considerable research abilities.”

Reviewer F: “The Ro et al (2016) paper in the Journal of SCM (A Tale of Two Perspectives ...) makes a solid and continuing contribution on relational norms and dependence by incorporating buyer and supplier perspectives separately. I think this paper will generate many citations in the coming time. ... [D]r. Ro has used more than one research methods in his various works, which is generally rare and highly commendable; and is expected at the senior level like this.”

Summary of Recommendation:

Professor Ro is a productive researcher who is elucidating newer insights on empirical and behavioral aspects of the supply chain management discipline. He is a devoted and inspiring teacher, and has contributed substantially to his scholarly profession as well as to the development of Operations Management and Supply Chain Management fields within the college. We are pleased to recommend, with strong support of the College of Business Executive Committee, Young K. Ro for promotion to professor of management studies, with tenure, Department of Management Studies, College of Business.



N. Raju Balakrishnan, Dean
College of Business



Daniel Little, Chancellor
University of Michigan-Dearborn

May 2017