

PROMOTION RECOMMENDATION
The University of Michigan-Dearborn
College of Business
Department of Management Studies

Approved by the Regents
May 20, 2010

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

Academic Degrees

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

Professional Record

2004 – Present	Assistant Professor, Department of Management Studies, University of Michigan-Dearborn
2003	Lecturer, School of Management, University of Michigan-Dearborn
2002 – 2003	Primary Instructor, Department of Industrial and Operations Engineering, University of Michigan, Ann Arbor
1998 – 2002	Graduate Student Instructor, Department of Industrial and Operations Engineering, University of Michigan, Ann Arbor
1998 – 2000	Research Fellow, Japan Technology Management Program, University of Michigan, Ann Arbor
1998	Graduate Student Research Assistant, Sloan Trucking Institute, University of Michigan, Ann Arbor
1997	Graduate Student Research Assistant, Department of Industrial and Operations Engineering, University of Michigan, Ann Arbor

Summary of Evaluation:

Teaching: Professor Ro is rated excellent in teaching. His business experience clearly informs his teaching making it relevant as well as rigorous. He has taught at the undergraduate, as well as the graduate level. His student evaluation ratings are consistently above the mean and most often are in the upper quartile for the department and the college. Faculty who have visited his classes report that he is a very dynamic, well-prepared, and a most challenging teacher. His classes are among the most popular in the college which is unusual for the more quantitative courses that he teaches. Considering his status as a junior faculty member, Professor Ro was a major contributor and provided extraordinary leadership in the development of the curriculum for the newly introduced and highly successful Undergraduate Supply Chain Management concentration.

Research: Professor Ro is rated as excellent in his research. He has published thirteen refereed journal articles, one book chapter, and 38 conference proceedings or presentations. Ten of his refereed journal articles are classified by the College of Business as “very good.” Additionally, as evidence of his future potential and productivity, he has six articles under review in refereed journals; two of which are under third review at journals rated as “superior” by the

College of Business. Professor Ro's research was recognized in 2004 with a best paper award at the field of management's premier annual meeting, the Academy of Management Conference.

He has served as a member of the Editorial Board for two journals, session chair for the highly regarded Decision Sciences Annual Meeting six times, and as an ad hoc reviewer for five journals and three national conferences in his field.

Recent and Significant Publications:

- (*)Hung, K., Ro, Y., and Tangpong, C. (2009), "Agent Characteristics & Compliance Behavior in Supply Chain Disruptions," *Journal of Business & Management*, Vol. 15, No. 1, pp. 51-71.
 - (*)Rossin, D., Ro, Y., Klein, B., and Guo, Y. (2009), "The Effects of Flow on Learning Outcomes in an Online Information Management Course," *Journal of Information Systems Education*, Vol. 20, No. 1, pp. 87-98.
 - (*)Tangpong, C., and Ro, Y. (2009), "The Role of Agent Negotiation Behaviors in Buyer-Supplier Relationships," *Journal of Managerial Issues*, Vol. 21, No. 1, pp. 58-79.
 - Tangpong, C., and Ro, Y. (2008), "Student-Manager Surrogacy in Supply Chain Decision Making," *Journal of Business & Management*, Vol. 14, No. 1, pp. 77-91.
 - Guo, Y., and Ro, Y. (2008), "Capturing Flow in the Business Classroom," *Decision Sciences Journal of Innovative Education*, Vol. 6, No. 2, pp. 437-462.
 - Ro, Y., Liker, J., and Fixson, S. (2008), "Evolving Models of Supplier Involvement in Design: The Deterioration of the Japanese Model in U.S. Auto," *IEEE Transactions on Engineering Management*, Vol. 55, No. 2, pp. 359-377.
 - (*)Guo, Y., Klein, B., Ro, Y., and Rossin, D. (2007), "The Impact of Flow on Learning Outcomes in a Graduate-Level Information Management Course," *Journal of Global Business Issues*, Vol. 1, No. 2, pp. 31-39.
 - Ro, Y., Liker, J., and Fixson, S. (2007), "Modularity as a Strategy for Supply Chain Coordination: The Case of U.S. Auto," *IEEE Transactions on Engineering Management*, Vol. 54, No. 1, pp. 172-189.
 - Fixson, S., Ro, Y., and Liker, J. (2005), "Modularization & Outsourcing: Who Drives Whom? A Study of Generational Sequences in the U.S. Automotive Cockpit Industry," *International Journal of Automotive Technology & Management*, Vol. 5, No. 2, pp. 166-183.
 - Ro, Y., Liker, J., and Langlet, L. (2004), "Involving Suppliers in Concurrent Engineering: Learning from Japan in U.S. Auto," *International Journal of Manufacturing Technology & Management*, Vol. 6, Nos. 3/4, pp. 214-240.
- (*) denotes equal co-authorship

Service: Professor Ro's service is rated significantly capable by the Executive Committee and excellent by the departmental promotion and tenure committee for his service activities. He has served on four college-level committees, six faculty search committees, and is an active participant in his department and the college.

External Reviewers:

Reviewer A: "Overall, I would place Professor Ro's scholarly record in the top 25% with respect to his peers."

Reviewer B: "While predicting future research productivity is an inexact science, the strength of his research pipeline is one predictor of the likelihood that he will continue to be a productive researcher post-tenure."

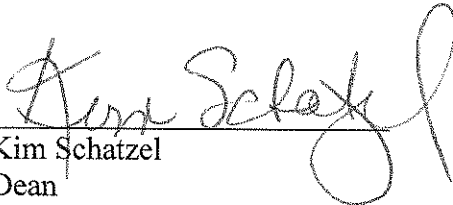
Reviewer C: "Considering his overall record of scholarship, I believe that Dr. Ro's contributions to supply chain management research in terms of quality and quantity of output are appropriate....He is clearly one of the leading scholars in the area of modularity and supply chain management. He has 13 refereed journal articles in good quality journals."

Reviewer D: "...he appears to be very engaged, researcher producing quality work in important and currently very relevant arenas to operations management."

Reviewer E: "I do believe that IEEE Transactions is highly respected, and I find it admirable that Professor Ro has placed several articles in automotive and oil industry trade journals. Being able to translate academic research in ways that communicate to managerial audiences is a laudable competency."

Summary of Recommendation:

Professor Ro is a highly regarded educator and researcher who has made significant contributions in his career. We are very pleased to recommend, with strong support of the College of Business Executive Committee, Young Kyun Ro for promotion to associate professor of management studies, with tenure, Department of Management Studies, College of Business.



Kim Schatzel
Dean
College of Business



Daniel Little
Chancellor
University of Michigan-Dearborn

May 2010