

PROMOTION RECOMMENDATION
The University of Michigan-Dearborn
College of Business

Hung-Chung Su, 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.	2011	University of Minnesota, Minneapolis, MN
M.S.	2005	Stanford University, Stanford, CA
M.S.	2004	Stanford University, Stanford, CA
B.S.	1999	National Taiwan University, Taiwan

Professional Record:

2015 – present	Assistant Professor, Department of Management Studies, University of Michigan-Dearborn, Dearborn, MI
2011 – 2015	Assistant Professor, Department of IT and Supply Chain Management, University of Wisconsin-Whitewater, Whitewater, WI
2008 – 2009	Graduate Student Instructor, University of Minnesota

Summary of Evaluation:

Teaching: Professor Su is rated significantly capable in teaching. He has taught five different courses since joining the College of Business, including three graduate courses and two undergraduate courses. He also teaches both on campus and online. Professor Su utilizes a diverse set of teaching methods and styles to meet the various learning styles of his students. For example, when he teaches a new technical concept in class, such as process capability, he first shows a graphical statistical output of the process spread. Then he demonstrates the ideal and worst process conditions graphically. This is followed by the relevant mathematical equations and several practice questions. This way, he tries to satisfy different learners' needs. Visual learners gain a visual understanding of process capability and hands-on learners can learn through the practice problems. Professor Su also uses a variety of teaching tools to enhance students' learning. His favorite tool is the use of simulations. He believes interactive hands-on simulations and games help students better learn the material and retain the knowledge they learned. He also believes simulations stimulates learning by exposing students to a more applied and even fun environment, which allows students to focus more intently on learning the relevant material. Professor Su is a committed teacher who constantly works to improve student learning.

Research: Professor Su is rated excellent in research. Professor Su has twelve journal publications, seven of which were published since joining the College of Business. Within the disciplinary area of SCM/Operations Management, his main research interest is in the operational system, which is the transformation of inputs into outputs. His research addresses fundamental topics in operations management such as operations strategy, quality management, and process improvement. His secondary interest is the intersection between an operational system and its supply chain, examining issues such as the effects of supply chain networks on operations and buyer-supplier relationships. The quality of Professor Su's journal publications is very strong, as evidenced by the fact that three

of his publications are classified as “superior” and six of his publications are classified as “very good” by the College of Business. Particularly noteworthy is the fact he is the lead author on all three of his “superior” publications. Professor Su’s research has been selected as lead articles in *Decision Sciences* and the *Journal of Supply Chain Management*. Another paper was selected as a finalist for the best paper award for the *Journal of Purchasing and Supply Management*. Professor Su’s other research activities include eighteen conference presentations.

Recent and Significant Publications:

- Su, H.-C., Chen, Y.-S., Ro, Y., 2017. “The Role of Agent Characteristics in Perceptual Differences between Buyer and Supplier,” *International Journal of Production Research*, 55(20), 6067-6083.
- Chen, Y.-S., Su, H.-C., Ro, Y., 2017. “The Co-Evolution of Supplier Relationship Quality and Product Quality in the U.S. Auto Industry: A Cultural Perspective,” *International Journal of Production Economics*, 184, 245-255.
- Su, H.-C., Linderman, K., 2016. “Sustaining High Quality Performance: An Empirical Exploration,” *Decision Sciences*, 47(5), 787-819.
- Ro, Y., Su, H.-C., Chen, Y.-S. 2016. “Impending Supply Disruption: A Tale of Two Perspectives on an Impending Supply Disruption,” *Journal of Supply Chain Management*, 52(1), 3-20.
- Su, H.-C., Dhanorkar, S., Linderman, K., 2015. “A Competitive Advantage from the Implementation Timing of ISO Management Standards,” *Journal of Operations Management*, 37(2), 31-44.
- Su, H.-C., Linderman, K., Schroeder, R.G., Van de Ven, A.H. 2014. “A Comparative Case Study of Sustaining Quality as a Competitive Advantage,” *Journal of Operations Management*, 32(7), 429-445.

Service: Professor Su is rated significantly capable in service. His service to the department includes serving on two faculty search committees for the Operations Management/Decision Science discipline and chairing a Lecturer Review Committee. At the college level, he has served on the Scholarship and Awards Committee and is a current member of the college-wide Lecturer Review Committee. He also is the current governing faculty secretary. At the campus level, Professor Su served on the Faculty Senate Research Support Committee. Professor Su also helped prepare students for the supply chain case competition, including participating as the faculty adviser for the National Undergraduate Supply Chain Case Competition at the University of Minnesota in April 2018. Professor Su also is active in his discipline. In addition to serving as an ad hoc reviewer for several journals and conferences, he has chaired several sessions at national and regional conferences.

External Reviewers:

Reviewer A: “So far in his career, Professor Su has been very productive and has published twelve articles on the topics of quality management, operations strategy and supply chain management. Two of these articles appear in top-operations management journals namely *Journal of Operations Management (JOM)* and one more in a very good journal namely *Decision Science*... Overall, I do find that Professor Su’s work to be rigorous and relevant to the practicing community.”

Reviewer B: “[M]y favorite [article] was Su, Linderman, and Schroeder. Although I am primarily a survey research [sic], I have a real appreciation for well-designed and executed case research; good case research is extremely difficult to do and quite rare in operation management. In addition to

dealing with an interesting topic that is well justified, this article did an excellent job in research design, data collection and structured analysis of qualitative data.”

Reviewer C: “His research is thematically driven and motivated on relevant issues. They revolve around specific issue with quality management, supply chain management and operations strategy. It is noteworthy that he is upgrading our knowledge in buyer seller relationships to a dyadic level... The impact of his scholarship on the field has been positive.”

Reviewer D: “Overall, Dr. Su’s production evidences an ability to lead and execute excellent scholarly research that invites attention from leading scholars in our field. ... I believe that he has earned a voice in contributing to some important areas of research enquiry, and he could become a recognized thought leader should he continue producing strong contributions in a more focused way.”

Reviewer E: “[S]ome of his newer research appears to be gaining traction which is a good indicator of future research potential.”

Summary of Recommendation:

Professor Su is an excellent researcher, a very capable teacher both inside and outside the classroom, and contributes well in both external and internal service. We are very pleased to recommend, with strong support of the College of Business Executive Committee, Hung-Chung Su for promotion to associate professor of management studies, with tenure, Department of Management Studies, College of Business.



N. Raju Balakrishnan, Dean
College of Business



Domenico Grasso, Chancellor
University of Michigan-Dearborn

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