

PROMOTION RECOMMENDATION  
The University of Michigan – Flint  
School of Management

Min Jung Kang, assistant professor of finance, School of Management, is recommended for promotion to associate professor of finance, with tenure, School of Management.

Academic Degrees:

Ph.D.	2012	Michigan State University, East Lansing, MI
M.B.A.	2006	KDI School of Public Policy and Management, Seoul, South Korea
B.A and B.E	2003	Ewha Womans University, Seoul, South Korea

Professional Record:

2013 – Present	Assistant Professor, School of Management, University of Michigan-Flint
2013	Visiting Professor (spring), Michigan State University, East Lansing, MI

Summary of Evaluation:

Teaching: Professor Kang is recognized for providing many opportunities for her students to succeed and demonstrate what they have learned. She does this by offering a variety of assessments such as in class assignments, quizzes, projects, and exams. She recognizes that students may excel in different ways as they show what they have learned. Professor Kang is known by her students to be respectful, approachable, and willing to help them where needed. She is available via email, before and after class, and responds quickly to student questions (48 hour rule to respond). The self-reflective essays she has submitted each year indicate a thoughtful teacher who is concerned about improving her teaching and the learning that takes place for her students. Teaching evaluations tend to be in the 4.5 range on a five point scale. Professor Kang recognizes that the material is often theoretical and quantitative which can present a challenge to some unmotivated students. In an effort to overcome this perspective, she incorporates CNBC and Youtube videos, and trade publications to show practical applications.

Research: Professor Kang has seven publications in recognized peer reviewed journals. In addition, she has one paper with revise and resubmit status, and two papers under review. These publications combined with a strong pipeline of research in progress foretell a continuing productive research agenda. Her published research focuses on corporate governance with empirical findings focused on firm value and performance. She has demonstrated that having commercial bankers on corporate boards result in greater risk aversion. In addition, having commercial bankers on corporate boards minimizes stock price crash risk. In another article, based on a South Korean law mandating equal inheritances in family firms, she showed that his law had a positive outcome, which was considered counter intuitive. Another published article concluded empirically that data breaches and credit fraud occurrences has a negative impact on firm value. She works collaboratively with recognized scholars who can contribute to a strong theoretical and empirical framework for investigating relevant and interesting questions in corporate governance and corporate finance. She is well positioned to continue to make significant scholarly contributions.

Recent and Significant Publications:

Gam, Y.K., Kang, M.J., Park, J., & Shin, H., “How inheritance law affects family firm performance; Evidence from a natural experiment,” *Pacific-Basin Finance Journal*, 2020, 59, 1-20.

- Kang, M.J., Kim, Y.A. H., & Chang, J.Y., "Bankers on the board and CEO turnover," *Asia-Pacific Journal of Financial Studies*, 2020, 49, pp. 119-152.
- Kang, M.J., Kim, Y.A. H., & Liao, Q., "Do bankers on the board reduce crash risk?" *European Financial Management*, 2019, pp. 1-40.
- Johnson, M., Kang, M.J., Lawson, T., & Singh, A.J., "The impact of data breaches on hotel and restaurant firm stock returns," *Journal of Hospitality Financial Management*, 2018, 26, pp. 15-26.
- Johnson, M., Kang, M.J., & Lawson, T., "Stock price reaction and data breaches," *Journal of Finance Issues*, 2017, 16, pp. 1-13.
- Kang, M.J. & Kim, Y.A. H., "Bankers on the board and CEO incentives," *European Financial Management*, 2017, 23, pp. 292-324.

Service: Professor Kang has provided fine service to the School of Management, the university, to her academic profession, to her students, and to the community. She has regularly participated in school retreats, faculty meetings, and commencement ceremonies. She served on the school Grievance Committee, the Graduate Committee, the departmental program review committee for the finance major, and the Beta Gamma Sigma Committee. She also served on the university inauguration committee. In her service to the profession, she has served as a reviewer for six different finance related journals. In service to her students, she has served as the Finance Club academic advisor. She has also helped to honor our top finance students and serve the community by attending the Finance Executives International annual dinner in Detroit. She also helped prepare students as they participated in the Financial Management Association annual conference in NYC in early 2020. In that competition, UM-Flint students won third place in the national financial planning competition.

External Reviewers:

Reviewer (A): "I indicate Min Jung Kang to be in the top quartile of her peer. Without a doubt, Dr. Kang would be promoted not only at my current institution but also where I was on the faculty at a previous university for 22 years. The quality and quantity of her efforts have been exemplary."

Reviewer (B): "On the whole, I find that the quality of Dr. Kang's research is quite high. Her papers contribute to the literature and provide new and interesting findings. I believe strongly that Professor Kang's best research days are not behind her."

Reviewer (C): "Her articles are outstanding contributions that will attract great attention in the academic finance community at large. I would like to recommend, without hesitation, the committee to grant Dr. Kang tenure and promotion."

Reviewer (D): "Overall, I find that Professor Kang has a very coherent stream of research in corporate governance. She has carved out a unique area of research in finance on bankers on boards and I believe that she has made significant contributions. She also has a very good pipeline of work in progress."

Reviewer (E): "I find her focus on the topic of commercial bankers as board members to be impressive. I rate her in the top 20% of successful researchers in peer/aspirant institutions."

Reviewer (F): "In terms of impact as measure by h-index and SSRN downloads, I view Dr. Kang as superior to her most comparable peers. Dr. Kang has a solid record and I consider the quality and quantity of Dr. Kang's publications to be very good. I find her work is well-executed and offers unique insight for, and important contributions, her field."

Summary of Recommendation:

Professor Kang is known by her students to be respectful, approachable, and willing to help them where needed. The self-reflective essays she has submitted each year indicate a thoughtful teacher who is concerned about improving her teaching and the learning that takes place for her students. Professor Kang has seven publications in recognized peer reviewed journals. In addition, she has one paper with revise and resubmit status, and two papers under review. These publications combined with a strong pipeline of research in progress foretell a continuing productive research agenda. Professor Kang has provided fine service to the School of Management, the university, to her academic profession, to her students, and to the community. I recommend Min Jung Kang for promotion to associate professor of finance, with tenure, School of Management.

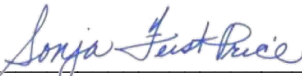
Recommended by:



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Scott D. Johnson, Ph.D.  
Dean, School of Management  
Professor of Marketing

Recommendation endorsed by:



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Sonja Feist-Price, Provost and  
Vice Chancellor for Academic Affairs



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Debasish Dutta, Chancellor  
University of Michigan-Flint

May 2021