

YOUNGHWHA (GABE) LEE, PhD

C. Michael Armstrong Business Chair

Professor of Information Systems and Analytics

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EDUCATIONAL BACKGROUND

Ph.D.	Leeds School of Business, University of Colorado at Boulder, 2005 Major: Information Systems
MBA	College of Business, Korea University, South Korea, 1993 Major: Quantitative Analysis and Operations Management
B.A.	College of Business, Korea University, South Korea, 1991. Major: Productions and Operations Management

RECENT EMPLOYMENT BACKGROUND

July 2017 – Current	<i>Professor</i> in Information Systems and Analytics C. Michael Armstrong Business Chair Farmer School of Business, Miami University, Oxford, OH
August 2013– June 2017	<i>Associate Professor (tenured)</i> in Information Systems and Analytics C. Michael Armstrong Business Chair in Interactive Media Farmer School of Business, Miami University, Oxford, OH
Aug. 2010 – May 2013	<i>Associate Professor (tenured)</i> in Management College of Business Administration, University of Northern Iowa, Cedar Falls, IA
Sep. 2005 – May 2010	<i>Assistant Professor</i> in Accounting and Information Systems College of Business, University of Kansas, Lawrence, KS
Sep. 2000 – May 2005	Instructor and Research Assistant Leeds School of Business, University of Colorado-Boulder, Boulder, CO
Jan. 1999 – Aug 1999	Senior Researcher of IT Project Management Department Advanced for Defense Development, Daejon, Korea
March 1993 – Dec. 1998	Researcher of Cyber Security Division Institute for Defense Information Systems, Seoul, Korea

RESEARCH INTERESTS

Human-Computer Interaction, Web Usability, Technology Adoption, and Cybersecurity

TEACHING INTERESTS

Programming, Database Management, IT Project Management, Strategic Information Systems, Business Analytics

- 1 Lee, Y., Chen, ANK, and Wang, W. "Push it Cross the Finish Line – Designing Online Interfaces to Induce Choice Closure at the Post-Decision Pre-Purchase Stage," *Information Systems Research*, forthcoming.
- 2 Lee, Y., Coyle, J.R. and Chen, A. "Improving Intention to Back Projects with Effective Designs of Progress Presentation in Crowdfunding Campaign Sites," *Decision Support Systems* 147, 2021, 113573, pp. 1-12.
- 3 Liu, Y., Lee, Y. and Chen, A. "How IT Wisdom Affects Firm Performance: An Empirical Investigation of 15-year US Panel Data," *Decision Support Systems*, 133, 2020, pp. 1-11.
- 4 Lee, Y. and Chen, A. "The Effects of Progress Cues and Gender on Online Wait," *Decision Support Systems*, 123, 2019, pp. 1-13.
- 5 Chen, A., Lee, Y., and Hwang, Y. "Managing Online Wait: Designing Effective Waiting Screens across Cultures," *Information & Management*, 55(5), 2018, pp. 558-575.
- 6 Hwang, Y., Chung, J., Shin, D. and Lee, Y. "An Empirical Study on the Integrative Pre-Implementation Model of Technology Acceptance in a Mandatory Environment," *Behaviour & Information Technology*, 36 (8), 2017, pp. 861-874.
- 7 Lee, Y., Chen, A.N.K., and Hess, T. "The Online Waiting Experience: Using Temporal Information and Distractors to Make Online Waits Feel Shorter," *Journal of the Association for Information Systems (JAIS)*, 18(3), 2017, pp. 231-263.
- 8 Hwang, Y., Al-Arabi, M., Shin, D. and Lee, Y. "Understanding Information Proactiveness and the Content Management System Adoption in Pre-Implementation Stage," *Computers in Human Behavior*, 64, 2016, pp. 515-523.
- 9 Hwang, Y., Lee, Y., and Shin, D. "The Role of Goal Awareness and Information Technology Self-Efficacy on Job Satisfaction of Healthcare System Users," *Behaviour & Information Technology*, 35(7), 2016, pp. 548-558.
- 10 Lee, Y., Lee, J., and Hwang, Y. "Relating motivation to information and communication technology acceptance: Self-determination theory perspective," *Computers in Human Behavior*, 51(part A), 2015, pp. 418-428.
- 11 Lee, Y., Chen, A., and Ille, V. "Can Online Wait Be Managed? The Effect of Filler Interfaces and Presentation Modes on Perceived Waiting Time Online," *MIS Quarterly*, 36(2), 2012, pp.365-394.
- 12 Lee, Y. and Kozar, K. "Music Composition Theory and Web Purchases," *Journal of Electronic Commerce Research*, 13(4), 2012, pp. 320-344.
- 13 Lee, Y. and Chen, A. "Usability Design and Psychological Ownership of a Virtual World," *Journal of Management Information Systems*, 28(3), 2012, pp. 269-307.
- 14 Lee, Y. and Kozar, K. "Understanding of Website Usability: Specifying and Measuring Constructs and Their Relationships," *Decision Support Systems*, 52(2), 2012, pp.450-463.
- 15 Jung, J.H., Lee, Y., and Karsten, R. "Do Individual Differences Matter? The Moderating Effect of Extraversion-Introversion Differences on Group Idea Generation Performance," *Small Group Research*, 43(1), 2012, pp.30-49.
- 16 Liu, Y., Lee, Y. and Chen, A. "Evaluating the Effects of Task-Individual-Technology Fit in Multi-DSS models Context: A Two-phase View," *Decision Support Systems*, 50(3), 2011, pp. 688-700
- 17 Lee, Y., "Understanding Anti-Plagiarism Software Adoption: An Extended Protection Motivation Theory Perspective", *Decision Support Systems*, 50(2), 2011, pp. 361-369.

- 18 Lee, J., Lee, Y., and Wadhwa, P. "Knowledge Sharing among Academicians: A Perspective from Cost–Reward Theory of Helping and Social Exchange," *Academy of Management Learning and Education*, 9(2), 2010, pp. 204–224.
- 19 Lee, Y. and Larsen, K. "Threat or Coping Appraisal: Determinants of SMB Executives' Decision to Adopt Anti–Malware Software," *European Journal of Information Systems*, 18(2), 2009, pp. 177–187.
- 20 Lee, Y. and Kozar, K. "Designing Usable Online Stores: A Landscape Preference Perspective," *Information and Management*, 46(1), 2009, pp. 31–41.
- 21 Lee, Y., Kozar, K., and Larsen, K. "Avatar E–mail versus Traditional E–mail: Perceptual Difference and Media Selection Difference," *Decision Support Systems*, 46(2), 2009, pp. 451–467.
- 22 Lee, Z. and Lee, Y. "Emailing the Boss: Cultural Implications of Media Choice," *IEEE Transactions on Professional Communications*, 52(1), 2009, pp. 61–74.
- 23 Lee, Y. and Kozar, K. "An Empirical Investigation of Anti–Spyware Software Adoption: A Multitheoretical Perspective," *Information and Management*, 45(2), 2008, pp. 109–119.
- 24 Lee, Y., Lee, Z., and Kim, Y. "Understanding of Personal Web Usage in Organizations: A Test of an Extended Theory of Planned Behavior Model," *Journal of Organizational Computing and Electronic Commerce*, 17(1), 2007, pp. 75–99.
- 25 Lee, Y. and Kozar, K. "Exploring the Relationship between Website Quality, Preference, and E–Business Performance: An Analytic Hierarchy Process (AHP) Approach," *Decision Support Systems*, 42, 2006, pp. 1383–1401.
- 26 Lee, Y., Lee, J., and Lee, Z. "Social Influence on Technology Acceptance Behavior: Social-Identity Theory Perspective," *DATA BASE for Advances in Information Systems*, 37 (2&3), 2006, pp. 60–75.
- 27 Lee, Y. and Lee, S. "The Competitiveness of the Information Systems Major: An Analytic Hierarchy Process," *Journal of Information System Education*, 17(2), 2006, pp. 211–221.
- 28 Lee, Y., Kozar, K., and Larsen, K. "Avatar E–Mail: Improved Communication?" *Communications of the ACM*, 48(12), 2005, pp. 91–95.
- 29 Lee, Y. and Kozar, K. "Investigating Factors Affecting the Anti–spyware System Adoption," *Communications of the ACM*, 48(8), 2005, pp. 72–77.
- 30 Lee, Y., Lee, Z., and Gosain, S. "The Evolving Intellectual Diversity of the IS Discipline: Evidence from Referent Theoretical Frameworks," *Communications of the AIS*, 13, 2004, pp. 546–579.
- 31 Lee, Y., Larsen, K., and Lee, Z. "Coping With Internet Channel Conflict," *Communications of the ACM*, 46(7), 2003, pp. 137–142.
- 32 Lee, Y., Kozar, K., and Larsen, K. "The Technology Acceptance Model: Past, Present, and Future," *Communications of the AIS*, 12, 2003, pp. 752–780.
- 33 Lee, Y., and Lee, J. "Integrating IEEE/EIA 12207 with Security Engineering," *Computers and Security*, 21(4), 2002, pp. 345–355.
- 34 Lee, J., and Lee, Y. "A Holistic Model of Computer Abuse," *Information Management and Computer Security*, 10(2), 2002, pp. 57–63.

OTHER PUBLISHED WORK

1. Germonprez, M., Hess, T., Kacmar, C., and Lee, Y. "Introduction: Human–Computer Interaction Studies in Information Systems," *DATA BASE for Advances in Information Systems*, 39, 2008, pp. 9–12.

2. Lee, Y. "CAN-SPAM ACT: A Silver Bullet or Not," *Communications of the ACM*, 48, 2005, pp. 131–2.
3. Lee, Z., Lee, Y., and Kim, Y. "Personal Web Usage in Organizations," In Anandarajan, M.(ed), *Personal Web Usage in the Workplace: A Guide to Effective Human Resource Management*, Idea Group Publication, 2003, pp. 28–45.

CONFERENCE PROCEEDINGS/WORKSHOPS

1. Shrestha, P., Bhunia, S., Carvalho, A., Anderson, C., and Lee, Y. "A Case Study on Blockchain-based Anonymous Reviewer Incentive Token (BARIT)," IEEE International Conference on Systems, Man, and Cybernetics IEEE (SMC), Sarawak, Malaysia, October 2024.
2. Lee, Y. and Chad, A. "Message Framing for Effective E-Waste Recycling," Proceedings of the Americas Conference on Information Systems (AMCIS), Salt Lake City, UT, August 2024.
3. Lee, Y., Jones-Famer, L.A., Megahed, F., and Xu, R. "Investigating the Causal Relationships Among Information Quality Constructs in Generative AI," Proceedings of the Americas Conference on Information Systems (AMCIS), Salt Lake City, UT, August 2024.
4. Lee, Y., Jones-Famer, L.A., Megahed, F., and Xu, R. "IQ-GAI: A Methodology to Assess the Information Quality in Generative AI Outputs," , " Proceedings of the Korea Society of Management Information Systems Conference, Seoul, Korea, May 2024.
5. Lee, Y. and Chen, A. "Effects of Crowdfunding Status Cue Designs on Crowdfunding Success," Proceedings of the Americas Conference on Information Systems (AMCIS), Virtual Conference, August 2021.
6. Lee, Y. and Chen, A. "Managing Online Post-Purchase Dissonance: Effects of Choice Closure Interfaces on Satisfaction and Product Return," Proceedings of the Americas Conference on Information Systems (AMCIS), Virtual Conference, August 2021.
7. Lee, Y. , Coyle, J. and Chen, A. "Designing Effective Progress Cues for Crowdfunding Project Success," In the Proceedings of the 2020 Post-ICIS KRAIS Research Workshop, December 17, 2020.
8. Lee, Y., and Chen, A. "Designing Interfaces to Induce Choice Closure: Why and How," Proceedings of the International Conference on Information Systems (ICIS), Seoul, South Korea, December 2017.
9. Lee, Y. and Chen, A. "The Effects of Progress Cues, Color, and Gender on Online Wait," Proceedings of the Americas Conference on Information Systems (AMCIS), Boston, MA, August 2017.
10. Lee, Y., Coyle, J., and Gerding, J. "Investigating the Effect of Progress Cues on Willingness to Donate: An Investigation of Crowdfunding Sites," Proceedings of the 14th Annual Pre- ICIS Workshop on HCI Research in MIS, Fort Worth, TX, December 2015.
11. Liu, Y., Lee, Y. and Chen, A. "Information Technology and Firm Profitability in Network Environments," Proceedings of the *Americas Conference on Information Systems* (AMCIS), Chicago, IL, August 2013.
12. Liu, Y., Chen, A. and Lee, Y. "Evaluating the Effects of Task–Individual–Technology Fit in Multi-DSS Models Context: A Two–Phase View," Proceedings of the *Annual IS Cognitive Research Exchange* (IS CoRE) Workshop, St. Louis, MO, December 2010.
13. Lee, Y., Ellis, M., and Chen, A. "Designing Preferable Virtual Worlds: An Analogy of Space," Proceedings of the *Americas Conference on Information Systems*, San Francisco, CA, August 2009.
14. Chen, A. and Lee, Y. "Healthcare Information Technology Adoption and Protection Motivation: A Study of Computerized Physician Order Entry Systems," Proceedings of the *Americas Conference on*

Information Systems, Toronto, ON, August 2008 (**Healthcare IT Track Best Paper Award**).

15. Lee, J., Lee, Y., and Wadhwa, P. "Knowledge Sharing Among Academicians: A Perspective from Cost-reward Theory of Helping and Social Exchange," *Proceedings of the Americas Conference on Information Systems (AMCIS)*, Keystone, CO, August 2007.
16. Chen, A. and Lee, Y. "Technology Diffusion in Health Care: A Study of Computerized Physician Order Entry Systems," *The 5th Big XII IS Research Symposium*, University of Kansas, Lawrence, KS, April 2007.
17. Lee, Y., Lee, J., and Liu, Y. "Protection Motivation Theory in Information System Adoption: A Case of Anti-Plagiarism System," *Proceedings of the Americas Conference on Information Systems (AMCIS)*, Keystone, CO, August 2007.
18. Lee, Y. and Kozar, K. "Music Composition Theory and Web Purchases," *Proceedings of the Hawaii International Conference on System Sciences (HICSS-40)*, Big Island, HI, January 2007 (**Nominated for the Best Conference Paper**).
19. Lee, Y. and Kozar, K. "Developing a Theory of Website Usability: An Exploratory Study to Identify Constructs and Nomological Networks," *Proceedings of the International Conference on Information Systems (ICIS)*, Washington D.C., December 2004.
20. Lee, Y. "Exploring the Direct and Indirect Effects of Website Usability on Online Customer Perceptions," *The 2nd Big XII IS Research Symposium*, Iowa State University, Ames, IA, April 2004.
21. Lee, Z. and Lee, Y. "Cultural Implications of Electronic Communication Usage: A Theory-Based Empirical Analysis," *Proceedings of the International Conference on Information Systems (ICIS)*, Seattle, WA, December 2003.
22. Lee, Y., Kozar, K., and Larsen, K. "Self-Reported Reasons For Engaging in Online Purchases: Testing a New Reasons Theory Approach," *Proceedings of the Journal of the AIS Sponsored Theory Development Workshop*, Seattle, WA, December 2003.
23. Lee, Y., and Qiang, Q. "Chinese Perceptions on Website Design Quality," *Proceedings of the Americas Conference on Information Systems (AMCIS)*, Tempa, FL, August 2003.
24. Lee, Y. "Measuring Website Usability: Instrument Development, Validation, and Application," *The 1st Big XII IS Research Symposium*, Oklahoma State University, Stillwater, OK, April 2003.
25. Lee, Y., and Lee, J. "Relating Technology Acceptance Research to Motivation Research: Intrinsic and Extrinsic Motivations in TAM," *Proceedings of the Academy of Management Conference*, Denver, CO, August 2002.
26. Lee, Y., Lee, Z., and Kim, Y. "Do I work or Do I Abuse? Factors Affecting Internet Abuse in the Workplace," *The Academy of Management (AoM) Conference*, Denver, CO, August 2002.
27. Lee, Y., Lee, J., and Lee, Z. "The Effect of Self-Identity and Social-Identify on Technology Acceptance," *Proceedings of the International Conference on Information Systems (ICIS)*, New Orleans, LA, 2001.
28. Lee, Y., Lee, Z., Seo, S., and Park, M. "A Study of Cultural Effects on Building e-Business Strategy and Web Site Functional Development: A Case Study of Cyworld.com in South Korea," *Proceedings of the Pacific Asia Conference on Information Systems (PACIS)*, Seoul, Korea, 2001.
29. Lee, Y., Lee, C., and Lee, Z. "A Study of Integrating the Security Engineering Process into the Software Lifecycle Process Standard (IEEE/EIA 12207)," *Proceedings of the Americas Conference on Information Systems (AMCIS)*, Long Beach, CA, August 2000.
30. Lee, Y., Davis, S., and Lee, Z. "Security Knowledge Management Systems: A Solid Shield Against

Computer Abuse,” Proceedings of the *Americas Conference on Information Systems* (AMCIS), Long Beach, CA, August 2000.

TEACHING EXPERIENCE

- Programming for Analytics
- IT Project Management
- Database Management & Theory
- Building Web and Mobile Business Applications
- System Analysis & Design
- Introduction to Computational Thinking
- Information Technology and the Intelligent Enterprise

TEACHING AWARDS

- Richard K. Smucker Teaching Excellence Award: Outstanding Professor, Farmer School of Business, May 2017.
- University Book & Supply Outstanding Teaching Award, University of Northern Iowa, November 2011.

ACADEMIC COMMUNITY SERVICES

- Senior Editor, Decision Support Systems, 2022 – Current.
- Track Chair, Interface Design, Evaluation, and Impact Track, The Americas Conference on Information Systems (AMCIS), 2007 – Current.
- Associate Editor, Human Computer / Robot Interaction track, The International Conference on Information Systems (ICIS), 2022.
- Associate Editor, HCI, AI, and Intelligent Augmentation track, The International Conference on Information Systems (ICIS), 2020.
- Special Interest Group–Human Computer Interaction (SIGHCI)
 - Past Chair, 2018 – 2019
 - Chair, 2017 – 2018.
 - Chair-Elect, 2016 – 2017
 - VC for Research Resources, 2013 – 2016
- Associate Editor, Human–Computer Interaction Track, The International Conference on Information Systems (ICIS), 2014, 2018.
- Program Board Member, The 3rd International Conference on HCI in Business, July 2015 - Current.
- Program Committee, Human–Computer Interaction in Health and Wellness Workshop, August 2013 – Current
- The Pre–ICIS SIGHCI Workshop Program Committee Member, 2010–2011, 2015 - Current.
- Workshop Committee, the Post-ICIS LG CNS/KrAIS Research Workshop, 2016 – 2019.
- Special Issue Co–editor (incomplete), International Journal of Human Computer Studies, 2009.
- Special Issue Co–editor, DATA BASE for Advances in Information Systems, 2007–2008.

UNIVERSITY SERVICES

- ISA Curriculum and Assessment Committee Chair, Miami University, 2020 – Current.
- ISA Scholarship Committee, Farmer School of Business, Miami University, 2020 – Current
- FSB Undergraduate Studies Committee, Farmer School of Business, Miami University, 2020 – Current.
- FSB Teaching Effectiveness Committee Chair, Farmer School of Business, Miami University, 2017 – 2020.
- ISA Faculty Search Committee Chair, Farmer School of Business, Miami University, 2018.
- FSB Technology Policy Committee Member/Chair, Farmer School of Business, Miami University, 2013 – 2017.
- Graduate Certificate Program Director, AIMS, Miami University, 2014 – 2021.
- FSB Core Curriculum Review Committee, Farmer School of Business, Miami University, 2016 – Current.
- CCA Promotion and Tenure Committee, College of Creative Arts, Miami University, 2017– Current.
- IMS Faculty Search Committee, Miami University, 2017.
- IMS Promotion and Tenure Committee, AIMS, Miami University, 2013 – Current
- FSB FYIC Committee, Farmer School of Business, 2015 – 2017.
- ISA Faculty Search Committee, Information Systems and Analytics, Miami University, 2015– 2016.
- FSB ITS Senior Systems Analyst Search Committee, Farmer School of Business, Miami University, 2015–2015.
- Information Systems Curriculum Review Committee (Leader), Information Systems and Analytics, Miami University, 2015– 2016.
- FSB Research Committee (served as Zafer Ozdemir’s replacement), Spring 2015.
- AIMS MS Degree Development Committee, 2014–2015.
- Faculty Senate, College of Business Administration, University of Northern Iowa, 2012
- Admissions and Registration Committee, CBA, University of Northern Iowa, 2012.
- P&T Committee, Department of Management, University of Northern Iowa, 2012.
- CBA Faculty Search Committee, University of Northern Iowa, 2012.
- University Research Symposium Committee, University of Northern Iowa, 2012
- Tech Committee, College of Business Administration, University of Northern Iowa, 2010–2012.
- Korean Christian Student Club Faculty Advisor, University of Kansas, 2008–2010.
- Doctoral Dissertation Committee, University of Kansas, 2008–2009.
- Ph.D. Student Faculty Mentor, University of Kansas, 2006 – 2009.
- BIG XII Symposium Organization Committee, University of Kansas, 2006.
- IS Faculty Recruiting Committee, University of Kansas, 2005.

AD HOC REVIEWER

MIS Quarterly, Information Systems Research, Journal of Management Information Systems, Journal of AIS, European Journal of Information Systems, Decision Support Systems, Information and Management, CACM and ICIS, HICSS, AMCIS, and Pre-ICIS SIGHCI Workshop

PROFESSIONAL AFFILIATIONS

AIS, ACM, SIGHCI, DSI, AOM

FUNDED RESEARCH AND GRANTS

- 2017 – The Higgin Kim Asia Travel Grant, Farmer School of Business, Miami University
- 2014 – Current C. Michael Armstrong Summer Research Funds, Miami University.
- 2013– Summer Research Fellowship (\$6,442), University of Northern Iowa.
- 2011– Reassigned Time Awards for Research Activity, University of Northern Iowa.
- 2009 – Best Practices Institute Faculty Fellowship (\$750), University of Kansas.
- 2009 – Institute for International Business Research Grant (\$11,200), University of Kansas.
- 2009 – The General Research Fund (\$6,158), University of Kansas.
- 2008 – Institute for International Business Research Grant (\$5,800), University of Kansas.
- 2008 – Webroot Industry Research Grant (\$7,000), Webroot Inc., Boulder, CO.
- 2007– Big XII Faculty Fellowship (\$2,500), University of Kansas.
- 2005– 2007 – New Faculty General Research Fund (\$3,000), University of Kansas.
- 2001– 2002 – Gerald Hart Doctoral Research Fellowship (\$3,000), University of Colorado.

AWARDS AND HONORS

- The Prodesse Quam Conspici Award, Miami University, 2022
- Top 2% of the World's Researcher, Stanford University, 2021, 2022, and 2024 (<https://data.mendeley.com/datasets/btchxktzyw/2>) .
- AIS Distinguished Member - Cum Laude, Association for Information Systems, 2019
- Outstanding Service Award, SIGHCI, 2018
- Richard Smucker Teaching Excellence Award, FSB, Miami University, 2017.
- Albert Nelson Marquis Lifetime Achievement Award, Marquis Who's Who, 2017.
- Commendation for Positive Influence on Students, The Center for the Enhancement of Learning, Teaching, and University Assessment (CELTUA), Miami University, 2015, 2016, 2017.
- UNI Summer Research Fellowship, Graduate College, University of Northern Iowa, 2013.
- University Book & Supply Outstanding Teaching Award, University of Northern Iowa, 2011.
- Reassigned Time Award for Research Activity, University of Northern Iowa, 2011.
- Blended Course Development Award for developing distance learning courses using Blackboard, Panopto and Adobe Connect, University of Northern Iowa, 2011.
- Best Paper Award, Americas Conference on Information Systems, Toronto, ON, 2008.
- Big XII Faculty Research Fellowship, University of Kansas, 2007.
- Best Conference Paper Run-up, HICSS, Big Islands, HI, 2007.
- Academic Keys Who's Who in Business Higher Education (WWBHE), 2005 – Current.

- ICIS Junior Faculty Consortium, Las Vegas, NV, December, 2005. AMCIS Doctoral Consortium Fellow, New York, NY, 2004
- ICIS Doctoral Consortium Fellow, Seattle, WA, December 2003.
- International Student Scholarship, University of Colorado, 2003–2004.
- Gerald Hart Doctoral Research Fellowship, University of Colorado, 2001–2002.
- Korean Student Assistance Awards, NAFSA: Association of International Educators, 2001.
- Graduate Assistantship, University of Colorado, 2000–2005.
- University of Colorado Fellowship, University of Colorado, 2000.
- Seam Scholarship, Seam Scholarship Foundation, Seoul, Korea, 1991–1993.
- Gochon Scholarship, JongGunDang Co. Seoul, Korea, 1989–1991.
- President Award, Korea University, Seoul, Korea, 1989.
- Merit Based Scholarships, Korea University Business School, Seoul, Korea, 1987–1989.