



H. Young Baek

Nova Southeastern University

RESEARCH AREAS

Statistical Process Control, Project Management, Engineering Statistics

EDUCATION

- Ph.D. in Business Administration, International Finance concentration, University of South Carolina, Moore School of Business, Columbia, SC, 1999
- Master of International Business Studies, International Finance concentration, University of South Carolina, Moore School of Business, Columbia, SC, 1992
- BBA, Cum Laude, Finance concentration, Yonsei University, School of Business, Seoul, Korea,

EXPERIENCE

NOVA SOUTHEASTERN UNIVERSITY, Department of Finance and Economics, H. Wayne Huizenga College of Business and Entrepreneurship, Fort Lauderdale, FL

- DIRECTOR, FINANCIAL PLANNING PROGRAM, 2018–present
 - Developed, registered with the CFP Board, launched and managed the undergraduate degree program in Financial Planning.
- CHAIR, DEPARTMENT OF FINANCE AND ECONOMICS, 2008–10; 2012–14;
- CO-CHAIR, FINANCE & ECONOMICS FACULTY, 2003–06
 - Finance and Economics faculty recruitment, supervision, evaluation and development
 - Curricula development and implementation in BS Economics, BS Finance, MBA Finance and DBA programs
 - Student affairs
- PROFESSOR OF FINANCE, 2016–present
- ASSOCIATE PROFESSOR, 2004–2016
- ASSISTANT PROFESSOR, 2001–2004
 - Undergraduate courses taught: Economics of Doing Business across Asian Community, Fundamentals of Financial Planning, Income Tax Planning, International Finance, Personal Finance,

EXPERIENCE

- MBA courses taught: Accounting and Finance Foundation, Advanced Financial Policy, Finance Capstone, Financial Cases, Financial Management, and International Finance
- DBA courses taught: International Finance Seminar and Investments Seminar

THE UNIVERSITY OF TEXAS-PAN AMERICAN, Department of Economics and Finance, College of Business Administration, Edinburg, TX

- ASSISTANT PROFESSOR OF INTERNATIONAL FINANCE, 1999-2001
- Participated in department and COBA committees related to AACSB reaccreditation.
- Undergraduate courses taught: International Finance, Investment Principles
- MBA courses taught: Financial Management
- Ph.D. courses taught: Corporate Finance, International Investment, and International Corporate Finance

THE UNIVERSITY OF SOUTH CAROLINA, Department of Finance, and Department of International Business, Moore School of Business, Columbia, SC

- LECTURER, 1998-1999
- Undergraduate courses taught: Financial Management, International Finance, and Investment
- GRADUATE ASSISTANT, 1992-1995
- Research assistance to faculties at the Departments of Finance, and International Business
- Undergraduate courses taught under sole responsibility: Financial Management, and Investment

PUBLISHED JOURNALS

- Gender and Overconfidence in the Kauffman Firm Survey, with F. Neymotin, Studies in Business and Economics , to be printed in December issue, 2019
- Financial Attitude, Knowledge, Investment Behavior and Satisfaction among the Clients of Comprehensive Financial Planning Service, with D.S. Kim and J. Oh, Financial Planning Research Journal, accepted for publication in mid 2019.
- Entrepreneurial Overconfidence and Firm Survival: An Analysis Using the Kauffman Firm Survey, with F. Neymotin, Applied Economic Letters 25(16): 1175-1178, 2018.
- Family Firm Succession and Performance, with D. Cho, Applied Economics Letters 24(2): 117-121, 2017.
- Motives for and Effects of Asset Revaluation: An Examination of South Korean Data, with D.Lee, Emerging Markets Finance and Trade 52(12): 2807-2816, 2016.
- Family Ownership, Control and Capital Structure: An Examination of Small Capitalization Public Firms, with D. Cho and P. Fazio, Journal of Family Business Management 6(2): 169-185, 2016.
- Young Startup Firm Exports and Productive Efficiency, with F. Neymotin, Applied Economics Letters 23(15): 1088-1092, 2016.
- International Involvement and Production Efficiency among Startup Firms, with F. Neymotin, Global Economic Review 45(1): 42-62, 2016.
- The Effect of Family Ownership and Control on Equity-Based Compensation: Evidence from S&P Small-Cap Firms, with P. Fazio, Journal of Family Business Management 5(1), 2015.
- Effects of Marketing Activities on Financial Performance: An Empirical Analysis, with B. Kim and M. Rhee,

PUBLISHED JOURNALS

- Journal of Marketing Thought 1(2), 2014.
- Corporate Multinational Flexibility Option and Bankruptcy Resolution, with D.K. Kim, *International Review of Management and Business Research* 2(4), 2013.
 - Multinational Real Options and Hysteresis: An Examination of FDI in Manufacturing and Hardand Soft-Service Industries, with D. Cho and D.K. Kim, *Emerging Markets Finance and Trade*, Jan/Feb 2012.
 - Internationalization of U.S. REITs, with J. Holshouser, *Journal of International Business Research* 9(1), 2010.
 - Key Drivers to Developing Guanxi in China for Taiwanese Small to Medium Sized Firms, with L. Huang and S. Min, *International Business Research* 3(1), 2010.
 - Managerial Ownership, Corporate Governance, and Voluntary Disclosure, with D. Johnson and J. Kim, *Journal of Business and Economic Studies* 15(2), 2009.
 - Management Earnings Forecasts and Adverse Selection Cost: Good vs Bad News Forecast, with D. Kim and J. Kim, *International Journal of Accounting and Information Management* 16(1), 2008.
 - Canadian Corporate Governance and Merger and Acquisition Performance, with A. Ng, *Journal of International Business and Economics* 6, 2006.
 - The Effects of Agency Problems on the International Joint Venture Stability, with S. Min and S. Ryu, *Multinational Business Review* 14(3), 2006.
 - Equity-Based Compensation, CEO Ownership and Corporate Performance: A Quantile Regression Approach, with J. A. Pagan, *International Research Journal of Finance and Economics* 1(5), 2006.
 - Are Female Executives More Risk Averse than Male Executives? : Evidence from Personal Portfolio Adjustment in Response to Stock Option Awards, with Z. Iqbal and S. O, Atlantic H. Young Baek, Ph.D., *CFP® 4 Economic Journal* 34(1), 2006.
 - Managerial Incentives to Diversify and Shareholder Monitoring: Evidence from International Acquisitions, with D. Kim and C. Kwok, *Multinational Business Review* 13(3), 2005.
 - Taiwanese Investments in China: Foreign Direct Investment Scale and Performance, with L. Huang, *Asia-Pacific Journal of Economics and Business* 8(2), 2004.
 - Corporate Diversification and Performance: Evidence on Production Efficiency, *Journal of Multinational Financial Management* 14(2), 2004.
 - Board Composition and Firm Performance in Latin America: An Exploratory View, with Marisela Santiago-Castro, *Latin American Business Review* 4(2), 2003.
 - Agency Conflicts and the Corporate Choice of Foreign Entry Mode, *Multinational Business Review* 11(2), 2003.
 - Foreign Exchange Rates and the Corporate Choice of Foreign Entry Mode, with C. Kwok, *International Review of Economics and Finance* 11(2), 2002.
 - Executive Compensation and Corporate Production Efficiency: A Stochastic Frontier Approach, with J. Pagán, *Quarterly Journal of Business and Economics* 41(1), 2002.
 - Systematic Risk of the Multinational Corporations, with C. Kwok and D. Reeb, *Journal of International Business Studies* 29(2), 1998.