

Hee-Chan Song

Email: heechansong@korea.ac.kr, Website: www.songhc.com

POSITION

Korea University Business School
(2026 – present) Associate Professor

Sasin Graduate School of Management, Chulalongkorn University, Thailand
(2026 – present) Honorary Fellow
(2024 – 2026) Associate Professor
(2019 – 2024) Assistant Professor

OTHER APPOINTMENT

University of Victoria, Canada
(2024, Oct 1 – Oct 31) Visiting professor

INSEAD, Singapore
(2024, May 1 – May 31) Visiting professor

Kyoto University
(2024, March 1 – April 30) Visiting professor

Royal University of Bhutan
(2023, March 1 – April 30) Visiting professor

EDUCATION

Ivey Business School, Western University, Canada, 2014 – 2019
PhD in Management

Korea Advanced Institute of Science & Technology, 2012 – 2014
MEng in Management engineering

Hanyang University, Korea, 2006 – 2012
BBA in Management (1st major) & BA in Philosophy (2nd major)

Exchange student program
University of Texas at Dallas, U.S., Jan. 2010 – Jan. 2011

PUBLICATION

- Journal article

Hee-Chan Song & Winnie Yun Jiang (in press). Constructing agency under persistent precarity: Shame, anger, and compassion in the self-narratives of Thai sex workers. *Academy of Management Journal*.

Juthaporn Boonyaphen, Hee-Chan Song, Danny Cheng, & Nathan Kim (in press). Does family matter in women's entrepreneurship in emerging economies? Yes! *Asia Pacific Journal of Management*.

- Hee-Chan Song. (2025). History and leadership: How a head monk uses historical narratives to facilitate change in a Buddhist temple. *Journal of Applied Psychology*. 110(6), 798-818.
- Hee-Chan Song. (2025). A Buddhist mindfulness view of paradox: Silence and skepticism of language to dismantle paradoxes. *Organization Science*. 36(1), 361-386.
- Hee-Chan Song. (2024). The war on drugs: how multi-stakeholder partnerships contribute to sustainable development in the Golden Triangle. *Journal of International Business Studies*. 55(5), 593–615.
- Hee-Chan Song. (2023). Identity conflict amidst environmental change: An ethnography of a Buddhist temple. *Journal of Management Studies*, 60 (4), 889-923.
- Hee-Chan Song. (2023). How Buddhist monks use historical narratives to delegitimize a dominant logic: The case of a Korean Buddhist organizational field. *Journal of Management Inquiry*, 32(4), 295-312.
- Hee-Chan Song. (2022). How do Buddhist monks frame conflicts? A Buddhist approach to paradox. *Negotiation and Conflict Management Research*, 15(2), 148-165.
- Hee-Chan Song. (2021). Buddhist approach to corporate sustainability. *Business Strategy and the Environment*, 30 (7), 3040-3052.
- Hee-Chan Song. (2020). Sufficiency economy philosophy: Buddhism-based sustainability framework in Thailand. *Business Strategy and the Environment*, 29(8), 2995-3005.
- Tima Bansal & Hee-Chan Song. * (2017). Similar but not the same: Differentiating corporate sustainability from corporate responsibility. *Academy of Management Annals*, 11(1), 105-149.
*Equal contributions.

- Book chapter

- Hee-Chan Song. (2023). A role of indigenous religion in community resilience: A case of Karen people, a minor ethnic group, in Myanmar-Thailand border. In M. Oliver and M. Tendayi (Eds.), *Global South Theories and Contemporary Challenges*. London, U.K.: Routledge.

SELECTED WORKING PAPERS

- Hee-Chan Song, Nathan Kim, & Danny Cheng. [Indigenous entrepreneurship]. *Journal of Management*. Under 1st round Revise and Resubmit.
- Hee-Chan Song. [Buddhism and corporate social responsibility]. *Journal of Management Studies*. Under 1st round Revse & Resubmit.
- Hee-Chan Song. [Cultural interpretation of religion]. *Administrative Science Quarterly*. Under review.
- Hee-Chan Song. [Sustainable development and Global South]. *Organization Science*. Under review.

SELECTED RESEARCH GRANT, FELLOWSHIP, AND DONATION

- Personal donation, Hong Kong
(2017) Personal donation from a Hong Kong-based entrepreneur (USD 100,000)
- Sasin Graduate School of Management, Chulalongkorn University, Thailand

(2023 – 2024) Sasin Faculty Development Grant (USD 5,000)

(2020 – 2024) Sasin Major Research Grant (USD 36,000)

- Academy of Management (AOM), USA
(2020 – 2021) AOM Fetzer scholar fellowship (USD 2,500)
- Ivey Business School, Western University, Canada
(2014 – 2019) G. Mark Curry doctoral fellowship, Ivey Business School (CAD 92,500)
(2018 – 2019) Ontario Graduate Scholarship, Canada Ontario Government (CAD 15,000)
(2017 – 2018) John F. Rankin doctoral scholarship, Ivey Business School (CAD 15,000)
- Hanyang University, Korea
(2014 – 2016) University presidential doctoral fellowship, Hanyang University (USD 12,000)

OTHER PROFESSION

- Buddhist Monkhood for research
(Nov. 2019 – Jun. 2021) Formal ordainment, Thailand
(Nov. 2017 – Mar. 2018) Apprenticeship, Thailand

TEACHING

- Korea University Business School
(2026 – present) Undergraduate, International business
(2026 – present) PhD, Intercultural management
- Chulalongkorn University, Sasin Graduate School of Management, Thailand
(2019 – 2026) MBA & EMBA, Becoming a mindful leader

FIELDWORK PROJECT

- *Project title:* Multi-site fieldwork in Buddhist temples across Asia (for detail: www.songhc.com)

