

ERIC A. FONG
CURRICULUM VITA

EDUCATION

Ph. D., University of Florida, 2004
Major: Management

B.S., University of Florida, 1999
Major: Management (with Honors) and Psychology (with Honors)

ACADEMIC EMPLOYMENT

University of Alabama in Huntsville, College of Business, Department of Management & Marketing

- *Professor* (2020-present)
 - *Executive MBA Curriculum Director* (2025-present)
- *Associate Professor* (2010 to 2020)
- *Assistant Professor* (2004 to 2010)

JOURNAL ARTICLES

Lee, Y., & Fong, E.A. (2025). The marginal effect of external technologies on innovation speed under complexity. *Technovation*, 140: 103145.

Lee, Y., & Fong, E.A. (2024). The art of living together: Space mining ecosystem, sustainability, and accountability. *Accounting, Auditing & Accountability Journal*, 37(5): 1428-1456.

Lee, Y., Fong, E.A., & Kim, H. 2023. Coopetition and technology licensing partner selection. *Industrial Marketing Management*, 112: 60-70.

Fong, E.A., Patnayakuni, R., & Wilhite, A.W. 2023. Accommodating coercion: Authors, editors, and citations. *Research Policy*, 52(2): 104754.

Fong, E.A. & Wilhite, A.W. 2021. The impact of false investigators on grant funding. *Research Policy*, 50(10): 104366.

Lee, Y. & Fong, E.A. 2020. Patent lifecycle management strategies in open innovation projects. *Drug Discovery Today*, 25(10): 1782-1785.

Fong, E.A., Wilhite, A.W., Hickman, C., & Lee, Y. 2020. The legal consequences of research misconduct: False investigators and grant proposals. *The Journal of Law, Medicine & Ethics*, 48(2): 331-339.

- Lee, Y., Fong, E. A., Barney, J., & Hawk, A. 2019. Why do experts solve complex problems using open innovation? Evidence from the U.S. pharmaceutical industry. *California Management Review*, 62(1): 144-166.
- Hickman, C., Fong, E.A., Wilhite, A., Lee, Y. 2019. Academic misconduct and criminal liability: Manipulating academic journal impact factors. *Science and Public Policy*, 46(5): 661-667.
- Lee, Y. & Fong, E. A. 2019. The impact of diversifying and *de novo* firms on regional innovation performance in an emerging industry: a longitudinal study of the U.S. Ethanol Industry. *Industry and Innovation*, 26(7): 769-794.
- Wilhite, A., Fong, E.A., & Wilhite, S. 2019. The influence of editorial decisions and the academic network on self-citations and journal impact factors. *Research Policy* 48(6): 1513-1522.
- Lee, Y., St. John, C., Fong, E. A., & Bao, Y. 2018. Flexible new product development processes and appropriability: Intellectual property and first-mover. *International Journal of Innovation Management*, 22(1): 1850003(1-29).
- Fong, E. A., & Wilhite, A. 2017. Authorship and citation manipulation in academic research. *PLoS ONE* 12(12), e0187394. <https://doi.org/10.1371/journal.pone.0187394>
- Lee, Y., MacKenzie, W.I., Fong, E.A., Sherman, J.D. 2016. The importance of inter-temporal integration in new product development. *International Journal of Innovation Management*, 20(3): 1650021(1-23).
- Bao, Y., Fong, E. A., Landry, T., & Zhou, K. 2015. Strategic Consensus of market orientation: A transitional economy perspective. *Journal of Strategic Marketing*, 23(4): 364-378.
- Fong, E. A., Xing, X., Orman, W. H., & Mackenzie, W. I. 2015. Consequences of deviating from predicted CEO labor market compensation on long-term firm value. *Journal of Business Research*, 68(2): 299-305.
- Frith, K. H., Anderson, E. F., Tseng, F., & Fong, E. A. 2012. Nurse staffing is an important strategy to prevent medication errors in community hospitals. *Nursing Economics*, 30(5): 288-294.
- Wilhite, A., & Fong, E. A. 2012. Coercive citation in academic publishing. *Science*, 335(3 February): 542-543.
- Wilhite, A., & Fong, E. A. 2012. Agent-based models and hypothesis testing: An example of innovation and organizational structure. *Knowledge Engineering Review*, 27(2): 221-238

Fong, E. A., Misangyi, V. & Tosi, H. L. 2010. The effects of CEO pay deviations on CEO withdrawal, firm size, and firm performance. *Strategic Management Journal*, 31(6): 629-651.

Fong, E. A. 2010. Relative CEO underpayment and CEO behavior towards R&D spending. *Journal of Management Studies*, 47(6): 1095-1122.

Fong, E. A. 2010. CEO pay fairness as a predictor of stakeholder management. *Journal of Business Research*, 63(4): 404-410.

Fong, E. A., & Tosi, H. L. 2007. Effort, performance, and conscientiousness: An agency theory perspective. *Journal of Management*, 33(2): 161-179.

CONFERENCE PRESENTATIONS

Lee, Y., & Fong, E.A. Finding Solutions to Address Space Sustainability: In the Case of Space Debris and Global Public-and Private Collaboration Ecosystems. Paper presented at the Academy of International Business in Seoul, South Korea, 2024.

Lee, Y., & Fong, E.A. Space debris and sustainability. Paper presented at the Academy of Management (AOM) Conference in Boston, MA, 2023.

Fong, E.A., Lee, Y., & Wilhite, A. Towards a theory of group opportunism. Paper presented at AMR Idea Development Workshop in Knoxville, TN, 2023.

Lee, Y., & Fong, E.A. The marginal effect of external technologies on innovation time. Paper presented at the Academy of Management (AOM) Conference in Seattle, WA, 2022.

Lee, Y. & Fong, E.A. Why does a firm choose a university or a competitor as a technology licensing partner? Paper presented at the Academy of Management (AOM) Conference (Virtual), 2021.

Lee, Y. & Fong, E.A. Why does a firm choose a university or a competitor as a technology licensing partner? Paper presented at the R&D Management Conference (Virtual), 2021.

Lee, Y. & Fong, E. A. Unveiling sources of patent evergreening. Paper presented at the *DRUID* conference in Copenhagen, Denmark, 2019.

Fong, E.A., & Wilhite, A. The monetary returns of adding false investigators to grant proposals. Paper presentation at the 6th *World Congress on Research Integrity* (WCRI) in Hong Kong, 2019.

Lee, Y., Fong, E. A., Barney, J., & Hawk, A. Solving complex problems using open innovation: A knowledge divergence perspective. Paper presented at the *2018 World Open Innovation Conference* in San Francisco, CA, 2018 (hosted by the University of California Berkeley).

- Lee, Y. & Fong, E. A. True impact of hidden knowledge on R&D governance. Paper presented at the Academy of Management (AOM) Conference in Chicago, IL, 2018.
- Lee, Y., Fong, E. A., Barney, J., & Hawk, A. Closed or open? The role of project appropriability. New York University Open Innovation Conference in New York, NY, 2018.
- Lee, Y. & Fong, E. A. Resource similarity and market attractiveness as antecedents to coopetition. Paper invited to the Academy of Management (AOM) Conference in Anaheim, California, 2016.
- Lee, Y. & Fong, E. A. Resource similarity and market attractiveness as antecedents to vertical coopetition. Paper presented at the *Strategic Management Journal (SMJ) Special Workshop on the Interplay of Competition and Cooperation* in Rome, Italy, 2016.
- Lee, Y., & Fong, E. A. Diversifying entrants, de novo start-ups, and innovation activities: A longitudinal study in the U.S. ethanol industry. Paper presented at the *Strategic Management Society (SMS) Conference* in Rome, Italy, 2016.
- Lee, Y., & Fong, E. A. Mutual forbearance in factor market rivalry. Paper presented at the *Strategic Management Society (SMS) Conference* in Denver, 2015.
- Lee, Y., Fong, E. A., & Bao, Y. New product development best practices and appropriability mechanisms: First-mover and intellectual property. Paper presented at the *Academy of Management (AOM) Conference in Vancouver, Canada*, 2015.
- Fong, E. A., & Wilhite, A. Authorship and citation manipulation in academic research. 4th World Conference on Research Integrity. Rio de Janeiro, Brazil, 2015 (May).
- Tseng, F., Frith, K., Anderson, F., & Fong, E. A. Balancing outcomes of care: Examining the contribution of nurse staffing to patient outcomes. INFORMS Annual Meeting. San Francisco, CA, 2014 (November).
- Wilhite, A., Schnell, J., Gramm, C., & Fong, E. A. Internal alliances and consensus fracturing. Presented at the Western Economics Association Annual Conference. Denver, CO, 2014 (June).
- Fong, E. A., & Wilhite, A. Ethics in academic publishing: Coercive citation and honorary authorship. Presented at the Alabama Council of Graduate Dean's Retreat. Orange Beach, AL, 2014 (April).
- Fong, E. A., & Wilhite, A. Honorary authorship and coercive citation in medical research. Presented at the 7th International Congress on Peer Review. Chicago, IL, 2013 (September).

- Sherman, J. D., MacKenzie, W. I., & Fong, E. A. The reduction of product development cycle-time: Building dynamic capabilities through HR practices. Paper presented at the 2013 Academy of Management conference. Lake Buena Vista, FL, 2013 (August).
- Sherman, J. D., MacKenzie, W. I., & Fong, E. A. Intertemporal integration and the reduction of product development cycle time. Paper presented at the 11th Conference of International Federation of East Asian Management Associations. Nanjing, China, 2012 (October).
- Fong, E. A., Wowak, A., Misangyi, V., & Orman, W. Hit or miss? CEO over- and under-payment and earnings management. Paper presented at the 2012 Strategic Management Society Conference. Prague, Czech Republic, 2012 (October)
- Fong, E. A., Xing, X., & MacKenzie, W. I. The diminishing returns of CEO pay. Paper presented at the 2012 Academy of Management conference. Boston, MA, 2012 (August).
- Fong, E. A., Wowak, A., Misangyi, V., & Orman, W. Hit or miss? CEO over- and under-payment and earnings management. Paper presented at the 2012 Academy of Management conference. Boston, MA, 2012 (August).
- Gramm, C., Schnell, J., Wilhite, A., & Fong, E. A. Strategic alliance-based networks, tribal voting density, and survival. Project presented at the Sunbelt Social Networks Conference. Redondo Beach, FL, 2012 (March).
- Bao, Y., Fong, E. A., & Zhou, K. Z. The Role of Employee Involvement in the Relationship between Strategic Consensus and Firm Performance. Paper presented at the Athens Institute for Education and Research. Athens, Greece, 2011 (July).
- Bao, Y., Fong, E. A., & Zhou, K. Z. Strategic consensus and firm performance: Beyond management teams. Paper presented at the annual meeting of the Academy of Management. Chicago, IL, 2009 (August).
- Fong, E.A. Relative CEO pay and stakeholder management. Paper presented at the annual meeting of the Academy of Management. Chicago, IL, 2009 (August).
- Erez, A., Elms, H., and Fong E. A. Lying, stealing, and cheating: Groups and the ring of gyges. Paper presented at the annual meeting of the Academy of Management. Honolulu, HI, 2005 (August)
- Erez, A., Elms, H., and Fong E. A. Lying, stealing, and cheating: It happens more in groups. Paper presented at the Annual Meetings of the European Business Ethics Network, Budapest, 2003 (August).

ACADEMIC SERVICE

Discipline

- Ad Hoc Reviewer, *Journal of Engineering and Technology Management*
- Editorial Board Member, *2023 World Open Innovation Conference*
- Ad Hoc Reviewer, *Research Policy*
- Ad Hoc Reviewer, *Journal of Management*
- Ad Hoc Reviewer, *Journal of Management Studies*
- Ad Hoc Reviewer, *Journal of Business Research*
- Ad Hoc Reviewer, *Information Systems Journal*
- Ad Hoc Reviewer, *R&D Management*
- Ad Hoc Reviewer, *International Journal of HRM*
- Ad Hoc Reviewer, *Organization Science*
- Ad Hoc Reviewer, *Corporate Governance: An International Review*
- Ad Hoc Reviewer, *Applied Psychology: An International Review*
- Reviewer, Academy of Management Conference
- Reviewer, Southern Management Association annual meeting
- Ad Hoc Reviewer, *Strategic Management Journal*
- Ad Hoc Reviewer, *Empirical Economics*
- Ad Hoc Reviewer, *Academy of Management Journal*
- Ad Hoc Reviewer, *Human Relations*
- Ad Hoc Reviewer, *Managerial Finance*
- Ad Hoc Reviewer, *Accounting and Business Research*
- Ad Hoc Reviewer, *Journal of Product Innovation Management*
- Ad Hoc Reviewer, *Emerging Markets Finance and Trade*
- Ad Hoc Reviewer, *Business and Society*
- Ad Hoc Reviewer, *Science and Engineering Ethics*
- Ad Hoc Reviewer, *Journal of Informetrics*
- Ad Hoc Reviewer, *California Management Review*
- Ad Hoc Reviewer, *Accounting, Auditing & Accountability Journal*
- Ad Hoc Reviewer, *Research Ethics*
- Ad Hoc Reviewer, *FT1000Research*
- Ad Hoc Reviewer, *Journal of Strategy and Management*

Institution

- Made a Difference Awards Committee (2026)
- University Scholarship Committee (2024-present)
- Executive MBA Development Committee, Chair (2023-2025)
- University Faculty Appeals Committee (2023-present)
- Assessment & Curriculum Committee (2022-present), Chair (2022-2024)
- Kinesiology Search Committee (2018-2019)
- Departmental Promotion Committee (2013-2015, 2021, 2024 [Chair], 2025)
- Graduate Council (2017-2021)
- College Curriculum Committee (2018)
- COB Dean Search Committee (2015)

- Faculty Senate Undergraduate Curriculum Committee (2014-15[Member], 2015-16[co-chair])
- Department Chair Search Committee (2015[Chair])
- SACSCOC Committee (2014-2015)
- Honors Dean Search Committee (2013-2014)
- Faculty Senate (2010-2012, 2014-2016, 2025-present)
- Faculty Senate Personnel Committee (2010-2012)
- Faculty Senate Governance and Operations Committee (2011-2012, 2025-present)
- Honors Committee (2009 – 2015)
- PTAC (2010-12, 2013-2016, 2017-2018[Chair], 2023-2024)
- Title IV Diversity Advisory Committee (2011-2020)
- Faculty Review Committees: Business (2011, 2012, 2014-2021, 2023-2026)
- Faculty Review Committees: Education (2019-2021, 2025-2026)
- Management Search Committee (2010, 2011[Chair], 2016[Chair])
- Marketing Search Committee (2011)
- SHRM Student Chapter Advisor (2008 – 2011)
- BSBA Core Review Committee (2011)
- Management Curriculum Committee (2006-2007, 2011 – 2013)
- MBA Curriculum Committee (2017-2018)
- Engineering Management Masters Committee (2016-2018)

ACADEMIC AWARDS AND HONORS

- Mark McDaniel, Henri McDaniel and Robert (Bud) Cramer Faculty Award, University of Alabama in Huntsville, \$5000, 2025-2026.
- UAH College of Business Best Research Paper Award, 2022-2023.
- UAH College of Business Outstanding Faculty Award, 2018-2019.
- Outstanding Graduate Teaching Award, College of Business, University of Alabama in Huntsville, 2018-2019.
- Outstanding Undergraduate Teaching Award, College of Business, University of Alabama in Huntsville, 2017-2018.
- Outstanding Graduate Teaching Award, College of Business, University of Alabama in Huntsville, 2015-2016.
- C. David Billings Faculty Fellowship, University of Alabama in Huntsville, \$1000, 2015-16.
- Outstanding Service Award, College of Business, University of Alabama in Huntsville, 2014-2015.
- Mark McDaniel, Henri McDaniel and Robert (Bud) Cramer Faculty Award, University of Alabama in Huntsville, \$3500, 2014-2015.
- Witmond Faculty Fellowship, College of Business, University of Alabama in Huntsville, \$500, 2013-2014.
- Mark McDaniel, Henri McDaniel and Robert (Bud) Cramer Faculty Award, University of Alabama in Huntsville, \$1500, 2012-2013.
- UAH College of Business Outstanding Faculty Award, 2011-2012.

- Outstanding Undergraduate Teaching Award, College of Business, University of Alabama in Huntsville, 2010-2011.
- Zelnak Faculty Fellowship, University of Alabama in Huntsville, \$10,000, 2010-2011.
- Best Paper Research Award, College of Business, University of Alabama in Huntsville, 2009-2010.
- Mark McDaniel, Henri McDaniel and Robert (Bud) Cramer Faculty Award, University of Alabama in Huntsville, \$1000, 2007-2008.
- Outstanding Graduate Teaching Award, College of Business, University of Alabama in Huntsville, 2007-2008.

GRANTS

- COB 2023 Summer Research Grant, \$17,170, May – Aug. 2023.
- COB 2022 Summer Research Grant, \$15,767, May – Aug. 2022.
- COB 2021 Summer Research Grant, \$15,767 May – Aug. 2021.
- Department of Health and Human Services' Office of Research Integrity Grant. Measuring the Extent of and Reactions to the Practices of Honorary Authorship and Coercive Citation in Academic Publishing and Grant Writing, \$212,243 Sept. 2013 – Aug. 2015. Grant number: ORIIR130003. Eric Fong (PI)
- Charger Innovation Fund, University of Alabama in Huntsville. Developing a DEA Component for Implementation in a Nurse Staffing Decision Support Dashboard, \$46,715, May 2013 – April 2014. Fan Tseng (PI)
- URII Grant, University of Alabama in Huntsville. Refinement and Testing of the Nursing Services Dashboard, \$82,932, May 2010 – April 2011. Karen Frith (PI)
- Research Mini-Grant, University of Alabama in Huntsville. CEO Compensation as a Predictor of Stakeholder Management, \$8,028, Jan. 2007 - Nov. 2007. Eric Fong (PI)
- CMER Grant, University of Alabama in Huntsville. Strategic reactions to CEO compensation inequity: Diversification decisions, \$5,000, May 2005 - Aug. 2005. Eric Fong (PI)
- Research Mini-Grant, University of Alabama in Huntsville. Conscientiousness, incentive alignment, and monitoring: The effects of individual differences and governance structures on strategic compensation decisions, \$7,800, Jan. 2005 - Nov. 2005. Eric Fong (PI)