

IREM DEMIRKAN, PH.D.

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EDUCATION

Doctorate (Ph.D.) | The University of Texas at Dallas | Richardson, TX

- Major: International Management Studies, with a focus on Strategic Management, Thesis Title: *Essays on the Evolution of Innovation Networks in U.S. Biotechnology Industry*

Masters | The University of Texas at Dallas | Richardson, TX

- Major: Management and Administrative Sciences

Bachelors | Bogazici University | Istanbul, Turkey

- Major: Economics

EXPERIENCE

- Associate Dean | Loyola University Maryland | Baltimore, MD | Jan 2023
- Associate Editor, Long Range Planning (Jan 2025- current)
- Department Chair, Management & Organizations | Loyola University Maryland | Baltimore, MD | Jun 2021
- Academic Director, Business Honors Program | Loyola University Maryland | Baltimore, MD | Mar 2016
- Associate Professor | Loyola University Maryland | Baltimore, MD | April 2020
- Assistant Professor | Loyola University Maryland | Baltimore, MD | July 2015- March 2020

ACADEMIC LEADERSHIP AND INSTITUTION BUILDING

Associate Dean | Loyola University Maryland | Baltimore, MD | Jan 2023- Present

- Experience in creation and implementation of **strategic planning**
- Implemented **assessment methods** to evaluate program effectiveness and student learning outcomes, resulting in continuous improvement, particularly for AACSB accreditation
- Oversaw **assurance of learning**
- Developed and implemented **faculty affairs strategies** to enhance faculty recruitment, retention, and professional development.
- Led **research initiatives** and facilitated collaboration among faculty members to promote and incent innovative and impactful research projects.
- Managed **student affairs and experiences**, including experiential learning initiatives and overseeing student support services and creating a positive and inclusive campus environment.
- Championed diversity, equity, inclusion, and justice (DEIJ) initiatives, **fostering a culture of respect and belonging among faculty, staff, and students**. Worked on creating and enhancing **social impact** activities.

Department Chair, Management & Organizations | Loyola University Maryland | Baltimore, MD | Jun 2021- Jan 2023

- Served as the primary representative and **leader of the Management and Organizations department** within Sellinger School of Business at Loyola University Maryland.
- Oversaw **curriculum development** and spearheaded initiatives for new majors and minors.
- Led the faculty towards **academic excellence**, ensuring the delivery of quality education to students.
- **Managed departmental resources**, including budgets, faculty, and personnel, and played a key role in faculty recruitment, evaluation, and development.
- **Collaborated with** other department chairs, administrators, and external stakeholders (such as the department board of advisors) to advance the goals of the department and the broader institution.

Academic Director, Business Honors Program | Loyola University Maryland | Baltimore, MD | Mar 2016- May 2018

- **Oversaw the business honors curriculum** to ensure its rigor, relevance, and differentiation, providing students with an advanced educational experience.
- **Recruited, admitted, and advised** honors students, providing tailored support and opportunities for their success.
- **Engaged with faculty, stakeholders, and industry partners** to foster internships, research projects, and experiential learning opportunities for students.
- **Promoted the program's reputation**, enhancing the program's standing within the business school or university.
- Ensured **continuous improvement of the program** based on feedback and evolving industry needs.

Previous Academic Experience

- Visiting Assistant Professor (06/2014- 06/2015)- College of Business Administration, James Madison University, VA
- Assistant Professor(12/2013 – 06/2014), Bilkent University, Ankara, Turkey
- Visiting Assistant Professor (07/2012-12/2013), Sawyer Business School, Suffolk University, Boston, MA
- Assistant Professor (09/2007- 06/2012)- College of Business Administration, Northeastern University, Boston, MA

Certifications

- AASCB, Assurance of Learning Seminars (AOL/ Assessment), Spring 2023
- AASCB, Continuous Improvement Review Seminars (CIR), Spring 2024
- AJCU Leadership Institute, Chicago, IL, 2023-2024 Cohort
- Organizational Change In Uncertain Times A Leadership Program for Higher Education, Harvard Graduate School of Education, Spring 2022
- Strategic Leadership for Department Chairs, The Chronicle of Higher Education, Spring 2023
- Teaching and Learning Studio, Program on DESIGN THINKING, Stanford University-D.School, Summer 2018

PUBLICATIONS

Journal Articles

- Lukoianove, T., Mihalache-Okeef, A., **Demirkan, I.**, Jiang, C., Chintakananda, A., & White III, G. O. (2025). Emerging methodologies in socio-political risk research: An introduction. **Journal of International Management**, 101264. Social Sciences Citation Index (SSCI)
- Acikgoz, A., **Demirkan, I.**, Dayan, M., Acikgoz, F., & Latham, G. P. (2024). The relationship among informational diversity, dynamic capabilities, and innovative performance in turbulent environments: evidence from R&D teams. **R&D Management**, 55 (1), 87-107. SSCI
- Kiessling, T. S., Demirkan, S., & **Demirkan, I.** (2023). CEO and Ecosystem Knowledge Management for Firm Performance. **IEEE Transactions on Engineering Management**, 71, 9426-9439, SSCI
- Li, J., **Demirkan, I.**, Lee, Y., & Cortes, A. F. (2022). Guest editorial New trends in entrepreneurship: a global context. **New England Journal of Entrepreneurship**, 25(1), 2-4.
- **Demirkan, I.**, Srinivasan, R., & Nand, A. (2022). Innovation in SMEs: the role of employee training in German SMEs. **Journal of Small Business and Enterprise Development**. 29 (3), 421-440. Emerging Sources Citation Index (ESCI)

- Acikgoz, A., **Demirkan, I.**, Latham, G. P., & Kuzey, C. (2021). The relationship between unlearning and innovation ambidexterity with the performance of new product development teams. *Group Decision and Negotiation*, 30(4), 945-982.SSCI
- Demirkan, S., **Demirkan, I.**, and McKee, A. (2020) "Blockchain Technology in the future of Business", *Journal of Management Analytics*, 7 (2), SSCI
- **Demirkan, I.**, Demirkan, S., and Kiessling, T. (2020) "Predicting Unethical Actions by Top Management: Development of An Antecedent Measure, *IEEE Transactions on Engineering Management*, SSCI
- **Demirkan, I.**, Yang, Q., and Jiang, C. (2019) "Corporate Entrepreneurship of Emerging Market Firms: Current research and future directions", *New England Journal of Entrepreneurship*
- **Demirkan, I.** (2018) "The impact of firm resources on innovation", *European Journal of Innovation Management*, 21 (4): 672-694.- SSCI
- Demirkan, S., & **Demirkan, I.** (2017) "The strategic role of non-audit services on audit market", *Journal of Accounting and Finance*, 17(3): 42-53.
- **Demirkan, I.** (2015) "Resource diversity in cross-border joint ventures and performance implications" *International Journal of Strategic Business Alliances*, 4 (4): 221-243.
- Demirkan, S. and **Demirkan, I.** (2014) "Implications of strategic alliances for earnings quality and capital market investors" *Journal of Business Research*, 67: 1806-1816.- SSCI
- Ozer, M., **Demirkan, I.**, and Gokalp, O. (2013). "Collaboration networks and innovation: Does corporate lobbying matter?" *Journal of Strategy and Management*, 6(3): 286-308.- ESCI
- **Demirkan, I.**, David L. Deeds, and Demirkan, S. (2013). "Exploring the role of network characteristics, knowledge quality, and inertia on the evolution of scientific networks", *Journal of Management*, 39(6): 1462-1489. – SSCI
- **Demirkan, I.** and Demirkan, S. (2012). "Network Characteristics and Patenting in Biotechnology, 1990- 2006", *Journal of Management*, 38(6): 1892-1927.- SSCI
- **Demirkan, I.** and Demirkan, S. (2010). "The effect of industry life cycles and strategic alliances on employment contract modeling", *Global Economics and Management Review*, 16: 115-129.
- Lin, Z.J., Yang, H. and **Demirkan, I.** (2007). "The performance consequences of ambidexterity in strategic alliance formations: Empirical investigation and computational theorizing", *Management Science*, 53: 1645-1658.- SSCI

Book Chapters

- **Demirkan, I.**, Deeds, D. L. (2013). "The Evolution of Research Collaboration Networks and Their Impact on Firm Innovation Output". In Barak S. Aharonson, Shmuel Ellis, Israel Drori, Terry L. Amburgey, Uriel Stettner (Ed.), **Technology, Innovation, Entrepreneurship and Competitive Strategy** (2013th ed., vol. 13). Emerald Publishing, ISBN: 978-1-78190-489-3
- **Demirkan, I.** (2014). Aile Şirketlerinde Yenilikçilik: Radikal-Koklu ve Marjinal Artan Yenilikçilik Faaliyetlerini Etkileyen Faktörler. **22. Ulusal Yönetim ve Organizasyon Kitabı**, ISBN: 9978-605-4769-66-7, sayfa: 116-126.

Books

- Demirkan, I, (2025). **Blokzincir Teknolojisinin Yönetim ve Organizasyon Stratejileri etkisi üstüne Kuramsal Yaklaşımlar**, Gazi Kitabevi, Çankaya / Ankara. ISBN: 9786253659691

Conference Proceedings:

- **Demirkan, I.**, Srinivasan, R., and Nand, A. (2018) Innovation in SMEs: The Role of Effective Resource and Knowledge Management Capabilities, 2018 Academy of Management Proceedings, (1), 15436.
- **Demirkan, I**, Demirkan, S. (2018) Predicting Unethical Actions of Managers: The Case of Corporate Asset Purchases, Academy of Management Proceedings (1), 15412
- Acikgoz, A, **Demirkan, I**, and Kuzey, C. (2018) Team Unlearning, Innovation Ambidexterity, and New Product Development Performance, Academy of Management Proceedings (1), 11373
- **Demirkan, I.** (2015) Which Resources Matter the Most to Firm Innovation? A Study of the US Biotechnology Industry, Academy of Management Proceedings (1), 14746
- **Demirkan, I.**, & Deeds, D. L. (2009). When Networks Matter: Network Content and Innovation Output (Summary) *Frontiers of Entrepreneurship Research*, 29(15), 2.
- **Demirkan, I.** and Deeds, D.L. (2007). "Research collaboration networks and innovation output" *Academy of Management Conference Proceedings*, p1-p6.

Under Review and Works in Progress

- Managerial Ability, CEO Overconfidence, and Firm Value, *Journal of Business Research*, with Tuba Toksoz, Seb Demirkan, Barry Mishra (Revise & Resubmit)
- The impact of CEO Overconfidence on firm performance: A Firm's life cycle perspective *Journal of Contemporary Accounting & Economics*, with Tuba Toksoz, Seb Demirkan, & Barry Mishra (Revise & Resubmit)
- Selecting Best-Fit Alliance Decision Makers to Minimize Bias and Enhance Alliance Performance, Jeffrey Cummings (under review) Available at SSRN: <https://ssrn.com/abstract=4649365> or <http://dx.doi.org/10.2139/ssrn.4649365>, with

- Microfoundations of Strategic Action: A Comparative Case Study of Top Management Teams with Fulya Almaz, Mehmet Barca & Beykan Cizel (under review) Available at SSRN: <https://papers.ssrn.com/sol3/Delivery.cfm?abstractid=5293454>
- Blockchain: Are Managers Linked In?, with Andrea Lamoreaux and Natalie Gerhardt (working paper)
- Immigrant Employee Silence, with Clara Ma (working paper)

Supervised Dissertation as the Main Committee Member

- "Blockchain: Are Managers Linked In?" Andrea Lynn Lamoreaux for the DBA Degree in Management, The Heider College of Business, Creighton University

TEACHING

Teaching Interests (NOT in order of preference):

Strategic Management, Global Strategic Management, Technology and Innovation Management, Entrepreneurship, Small Business Management, International Business, International Management, Management Consulting

Loyola University Maryland, Baltimore, MD

- MG 407, Management Consulting (Spring, 2022)
- GB718, (MBA), Entrepreneurship (Summer 2021, Summer 2022, Summer 2025)
- MG 404, Managing Innovation and Entrepreneurship (Fall 2018, Spring 2019, Fall 2019, Spring2020, Fall 2020)
- MG 402, Strategic Management (Capstone Strategic Management course) (Spring 2019, Fall 2019, Spring2020, 2022 Fall 2020, 2021)
- GB 716, (MBA) Globalization and International Management (Spring 2017)
- IB 472, Cross-Cultural Exchanges (Spring 2017, Spring 2018)
- IB/BH 282, International Business (Fall 2015, Spring 2016, Fall 2016, Spring 2018)
- IB/MG 415, International Management (Spring 2016, Spring 2017)

James Madison University, Harrisonburg, VA

- COB 202, Interpersonal Skills, (Fall 2014, Spring 2015)

Bilkent University, Ankara, Turkey

- MAN 509, (MBA) International Business (Spring 2014)
- MAN 403, International Business (Fall 2013)

Suffolk University, Boston, MA

- ENT 315, Entrepreneurial Skills (regular and honors sections) (Fall 2012, Spring 2013)
- MGT 320, Small Business Management (Fall 2012, Spring 2013)

Northeastern University, Boston, MA

- STRT 4501, Strategy in Action* (Fall 2010, Spring 2010, Spring 2011)
- MGT U501, Strategy in Action (Fall 2007, Fall 2008, Spring 2008, Spring 2009)
- MGMT 4993, Independent Study (Spring 2010)

*Strategy in Action is the capstone, senior level strategic management course.

University of Michigan, Flint, MI

- MGT 588, Global Strategy* (Summer 2010)

*Global Strategy is the hybrid, graduate-level international business course.

ISCTE Business School, Lisbon, Portugal

- Topic: "Inter-organizational Network Strategies", guest lecturer of doctoral seminar in (Fall 2009)

The University of Texas at Dallas, Richardson, TX

- BA 4305, Social and Political Environment of Business (Strategy) (Spring 2006)
- BA 4371, International Business (Summer 2004)

SERVICE

Major Service to the Profession

- Associate Editor, [Long Range Planning](#) (Jan 2025- current)
- Guest Co-Editor: Journal of International Management, Novel methodological approaches to study socio-political risks. [See the call in here.](#)
- Guest Co-Editor: New England Journal of Entrepreneurship, New Trends in Entrepreneurship: A Global Context
- New England Journal of Entrepreneurship Literati Award (Outstanding Reviewer Award) winner 2021
- AIB-NE regional board member, Vice Chair for the chapter (Fall 2020, 2021)
- AIB-NE regional conference track chair (Fall 2019- Rutgers University, NJ)
- Editorial Reviewer board, New England Journal of Entrepreneurship (September 2016- current)
- Reviewer, IEEE – Transactions in Engineering Management (2022- Present)
- Reviewer, Organization Science, (July 2010- Present).
- Reviewer, Journal of Business Research, (March 2007 - Present).
- Reviewer, International Business Review, (July 2010- Present).
- Reviewer, Journal of Management Studies, (April 2006 - Present).
- Reviewer, European International Business Academy, (June 2010- Present).
- Reviewer, Strategic Management Society Conferences, (February 2007 - Present).

Membership in Professional Organizations

- AIB, AIB-US Northeast, AOM, SMA, and SMS

University/ School/ Department Service (major highlights)

- Faculty Affairs Committee (FAC) Sellinger Business School representative
- Teaching Enhancement Committee
- Sellinger Curriculum Committee
- Sellinger Strategic Management Committee
- Search Committees (for various faculty and dean/ vp positions)
- Member, Academic Senate
- Member, Strategic Management Committee, Sellinger
- Entrepreneur in Residence, recruitment committee
- Sellinger representative in Graduate Standards Committee
- Served in the International Business and Entrepreneurship curriculum Development committee
- Sellinger representative in CUIBE membership development
- Academic Advisor