# MINJI (MJ) LEE

301 Sage Hall, East Avenue, Ithaca, NY, 14853
+1 347-640-2914 | ml2829@cornell.edu

## EDUCATION

**Cornell University** | Ithaca, New York, United States — Aug. 2024 – Present
Ph.D. student in Management & Organizations
**Advisor**: Dr. Gautam Ahuja

**Seoul National University** | Seoul, South Korea — Mar. 2021 – Aug. 2024
M.S. in Strategy and International Management
**Advisor**: Dr. Namgyoo K. Park

**Chungnam National University** | Daejeon, South Korea — Mar. 2018 – Aug. 2020
BBA. in Business Administration
Summa Cum Laude | Rank in Class 9 out of 276

**Korea National Open University** | Daejeon, South Korea — Sep. 2014 – Feb. 2018
Studied International Trade

## RESEARCH INTERESTS

Strategic Management, Diffusion, Innovation, Pharmaceutical Industry, Cryptocurrency and Blockchain Technology

## WORKING PAPERS AND THESIS

**Work in progress** with Sukhun Kang and Sungyong Chang
*"Offshore Manufacturing of Innovative Drugs: Evidence from U.S. Pharmaceutical Firms' Reliance on Specialized Drug Manufacturers"*

Pharmaceutical manufacturing often separates drug development from large-scale production through contract development and manufacturing organizations (CDMOs). Over the past two decades, United States pharmaceutical firms have increasingly relied on offshore CDMOs, drawing sustained attention from patients, regulators, and the media due to concerns over drug supply security. We argue that entrepreneurial pharmaceuticalfirmsaremorelikelythanestablishedfirmstorelyonoffshoreCDMOs. Entrepreneurial firms typically lack the financial and manufacturing resources needed for in-house production. Although external partnerships can alleviate these constraints, collaborations with established firms expose entrepreneurial firms to heightened risks of knowledge appropriation. Consequently, entrepreneurial firms turn to specialized third-party manufacturers, particularly CDMOs. Because manufacturing experience for pharmaceutical products is unevenly distributed across locations, with a substantial share accumulated by CDMOs located outside the U.S., this reliance often takes the form of offshore contracting rather than partnerships with domestic manufacturers. This reliance intensifies when entrepreneurial firms develop first-mover products. We define first-mover products as first-in-class drugs that introduce a new mechanism of action, thereby giving rise to a new therapeutic class. Developing such drugs requires scaling production processes under heightened regulatory scrutiny and limited prior manufacturing precedent, further increasing reliance on offshore CDMOs. Using a 2025 cross-sectional sample of U.S. pharmaceutical manufacturing contracts, we find results consistent with our arguments. These findings suggest that pharmaceuticals particularly important for patients—those developed by entrepreneurial firms and involving first-in-class drugs—are disproportionately manufactured offshore, revealing a source of vulnerability in the U.S. pharmaceutical supply chain.

**Master's Thesis**
*"The Power of Family Ties and Startup Performance: A Study of Family vs. Non-family Entrepreneurial Teams"*

While many entrepreneurial teams consist of family members, the impact of family relationships on the early stages of new venture performance is largely unexplored. In this study, I analyze and compare the likelihood of family and non-family entrepreneurial teams receiving venture capital investments. I further investigate whether

two types of family relationships (spousal and sibling) within family entrepreneurial teams have different chances of receiving venture capital investment. Using a sample of 156 venture teams in South Korea, I find that familial relationships significantly impact venture capital investment. Family entrepreneurial teams are more likely to receive venture capital than non-family teams. Furthermore, sibling teams secure more investment than spousal teams. These findings expand our understanding of how different family relationships impact venture start-up performance and contribute to the literature on family entrepreneurial teams.

## CONFERENCE PRESENTATION

**Strategic Management Society** Oct. 2026
- "Offshore Manufacturing of Innovative Drugs: Evidence from U.S. Pharmaceutical Firms' Reliance on Specialized Drug Manufacturers"

**Industry Studies Association** June. 2026
- "Offshore Manufacturing of Innovative Drugs: Evidence from U.S. Pharmaceutical Firms' Reliance on Specialized Drug Manufacturers"

## GRANTS, SCHOLARSHIPS, AND AWARDS

**2026 KASF NERC College Scholarship** 2026

**2026 Industry Studies Association Giarratani Rising Star Award – Runner-up ($500)** 2026

**2024 Fulbright Graduate Student Program Award - Principal Candidate** | KAEC 2023

**Songwon Kim Yeong Hwan Scholarship** | Songwon Kim Yeong Hwan Scholarship Foundation 2021 – 2023

**Academic Achievement Scholarship** | Chungnam National University 2018 – 2019

**Honor Scholarship** | Korea National Open University 2017

## ACADEMIC EXPERIENCE

**T.A. for Professor Wesley Sine, Cornell University** Aug. 2026
- Strategic Management of Technology & Innovation (MBA; Fall 2026)

**T.A. for Professor Matt Marx, Cornell University** July. 2026
- Technology Strategy (EMBA; Summer 2026)

**T.A. for Professor Sungyong Chang, Cornell University** Mar. 2025 – May. 2026
- Dilemmas in Founding New Ventures (MBA; Spring 2025)
- Family Enterprise Management & Governance (MBA, Undergrad; Spring 2026)

**T.A. for Professor Jamie Hintlian, Cornell University** Oct. 2025 – Dec. 2025
- Applied Operations Strategy (MBA; Fall 2025)

**T.A. for Professor Namgyoo K. Park, Seoul National University** Sep. 2021 – Dec. 2023
- Shinhan Management School (MBA; Fall 2022, Fall 2023)
- Strategic Management (EMBA; Spring 2022)
- Creativity and Innovation (Undergraduate; Fall 2021)

**Assistant Administrator at The Academy of Creativity, Seoul** Sep. 2021 – Feb. 2024
- Conducted and analyzed creativity assessments for 300+ students
- Managed academy operations and academic members