

# CHARLES E. STEVENS, PH.D.

Associate Professor and Department Vice Chair  
Department of Management and Global Business  
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## Curriculum Vitae

*Current as of January 2024*

### ACADEMIC APPOINTMENTS

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<b>Rutgers Business School, Rutgers University, New Brunswick &amp; Newark, NJ</b> <i>Associate Professor of Management and Global Business (2023 to present)</i> <i>Vice Chair of Management and Global Business Department (2023 to present)</i>	2023 - present
<b>College of Business, Lehigh University, Bethlehem, PA</b> <i>Associate Professor of Management (2018 to 2022)</i> <i>Assistant Professor of Management (2013 to 2018)</i>	2013 - 2022
<b>College of Business, University of Wyoming, Laramie, WY</b> <i>Assistant Professor of Management</i>	2010 - 2013

### EDUCATION

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<b>Fisher College of Business, The Ohio State University, Columbus, Ohio</b> <i>Ph.D. in Business Administration (International Business)</i>	2010
<b>Fisher College of Business, The Ohio State University, Columbus, Ohio</b> <i>Bachelor of Science in Business Administration (International Business)</i> Summa cum laude, graduated with honors	2005
<b>Colleges of the Arts &amp; Sciences, The Ohio State University, Columbus, Ohio</b> <i>Bachelor of Arts (Japanese)</i> Summa cum laude, graduated with honors & distinction	2005

## PRIMARY RESEARCH INTERESTS

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*My research centers on the intersection of the international business and strategic management fields, with a particular interest in understanding how institutions and social evaluations (e.g., legitimacy and reputation) affect the strategy and performance of multinational enterprises. I am especially interested in these issues in the context of emerging markets—e.g., understanding the strategies and unique challenges faced by MNEs emerging from or entering developing countries and regions such as Africa and China. My primary goal is to contribute to the following fields in strategy and international business:*

- Legitimacy & reputation
- Political risk & corruption
- Liability of foreignness
- Emerging market strategy

## JOURNAL ARTICLES

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Nachum, L., **Stevens, C.**, Newenham-Kahindi, A., Lundan, S., Rose, E., Wantchekon, L. (2023) Africa rising: Opportunities for advancing theory on people, institutions, and the nation state in international business. *Journal of International Business Studies*, 54(5): 938-955.

**Stevens, C.**, & Newenham-Kahindi, A. (2021) Avoid, acquiesce ... or engage? New insights from sub-Saharan Africa on MNE strategies for managing corruption. *Strategic Management Journal*, 42(2): 273-301.

Mukherjee, D., Makarius, E., & **Stevens, C.** (2021) A reputation transfer perspective on the internationalization of emerging market firms. *Journal of Business Research*, 123: 568-579.

Cooper, J., Stanley, L., **Stevens, C.**, Shenkar, O., & Kausch, C. (2020) Switching analytical mindsets: A person-centered approach to the analysis of cultural values. *International Journal of Cross Cultural Management*, 20(2): 223-247.

Dykes, B., **Stevens, C.**, & Lahiri, N. (2020) Foreignness in public-private partnerships: The case of project finance investments. *Journal of International Business Policy*, 3(2): 183-197.

Xie, E., Huang Y., **Stevens, C.**, & Lebedev, S. (2019) Performance feedback and outward foreign direct investment by emerging economy firms. *Journal of World Business*, 54(6): 101014.

Makarius, E., & **Stevens, C.** (2019) Drivers of collective human capital flow: The impact of reputation and labor market conditions. *Journal of Management*, 45(3): 1145-1172.

Newenham-Kahindi, A., & **Stevens, C.** (2018) An institutional logics approach to liability of foreignness: The case of mining MNEs in Sub-Saharan Africa. *Journal of International Business Studies*, 49(7): 881-901.

Mukherjee, D., Makarius, E., & **Stevens, C.** (2018) Business group reputation and affiliates' internationalization strategies. *Journal of World Business*, 53(2): 93-103.

- Stevens, C., & Newenham-Kahindi, A. (2017)** Legitimacy spillovers and political risk: The case of FDI in the East African Community. *Global Strategy Journal*, 7(1): 10-35.
- Makarius, E., **Stevens C.**, & Tenhiälä, A. (2017) Anchor or stepping stone? The relationship between corporate reputation and voluntary turnover. *Organization Studies*, 38(12): 1665-1686.
- Stevens, C., Xie, E., & Peng, M. (2016)** Toward a legitimacy-based view of political risk: The case of Google and Yahoo in China. *Strategic Management Journal*, 37(5): 945-963.
- Stevens, C., & Makarius, E. (2015)** Overcoming information asymmetry in foreign entry strategy: The impact of reputation. *Global Strategy Journal*, 5: 256-272.
- Kistruck, G., Morris, S., Webb, J., & **Stevens, C. (2015)** The importance of client heterogeneity in predicting make-or-buy decisions. *Journal of Operations Management*, 33-34: 97-110.
- Lebedev, S., Peng, M., Xie, E., & **Stevens, C. (2015)** Mergers and acquisitions in and out of emerging economies. *Journal of World Business*, 50(4): 651-662.
- Stevens, C., Makarius, E., Mukherjee, D. (2015)** It takes two to tango: Signaling behavioral intent in service multinationals' foreign entry strategies. *Journal of International Management*, 21(3): 235-248.
- Stevens, C., Kidwell, R., & Sprague, R. (2015)** Bound by Laws, or by Values? A multi-level and cross-national approach to understanding the protection of minority owners in family firms. *Corporate Governance: An International Review* 23(3): 203-215.
- Stevens, C., & Dykes, B. (2013)** The home country cultural determinants of firms' foreign market entry timing strategies. *Long Range Planning*, 46(4-5): 387-410.
- Stevens, C., & Shenkar, O. (2012)** The liability of home: Institutional friction and firm disadvantage abroad. *Advances in International Management*, 25: 127-148.
- Stevens, C., & Cooper, J. (2010)** A behavioral theory of governments' ability to make credible commitments to firms: The case of the East Asian paradox. *Asia Pacific Journal of Management*, 27(4): 587-610.

## **BOOK CHAPTERS**

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- Newenham-Kahindi, A., & **Stevens, C. (2020)**. Ecological sustainability and practical wisdom from the Maasai and Hadza people in East Africa. In Intezari, A., Spiller, C., & Yang, S. *Practical Wisdom, Leadership and Culture: Indigenous, Asian and Middle-Eastern Perspectives*. London: Routledge, pp. 13-33.

## **PUBLISHED CASES**

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- Stevens, C. (2008)**. Amazon in Japan. In Peng, Mike W. *Global Business*. South-Western College Publishing. *Updated versions appear in 2nd edition (2011) and 3rd edition (2014)*.

**Stevens, C.** (2006). Bookoff, Amazon Japan, and the Japanese Retail Bookselling Industry. In Peng, Mike W. *Global Strategy*. South-Western College Publishing. *Updated version appears in 2nd edition (2009). Also reprinted in Gale's Business Insights: Global (Cengage Learning).*

## **CONFERENCE PRESENTATIONS, PANEL SESSIONS, WORKSHOPS, & SYMPOSIA**

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**Stevens, C.**, Newenham-Kahindi, A., & Bailey, A. Bad apples, bad barrels ... or bad orchards? Causes and context of corruption in Africa. *2024 Africa Academy of Management Annual Meeting, Cape Town, South Africa.*

Makarius, E., Newenham-Kahindi, A., & **Stevens, C.** Great expectations: Foreign MNEs' reputational challenges and opportunities in Africa. *2024 Africa Academy of Management Annual Meeting, Cape Town, South Africa. Selected for best paper proceedings.*

**Stevens, C.**, Newenham-Kahindi, A., & Bailey, A. Bad apples, bad barrels ... or bad orchards? Causes and context of corruption in Africa. *2023 Strategic Management Society Annual Meeting, Toronto, Canada.*

Makarius, E., Newenham-Kahindi, A., & **Stevens, C.** Great expectations: Foreign MNEs' reputational challenges and opportunities in emerging economies. *2023 Academy of International Business Annual Meeting, Warsaw, Poland.*

Bruton, G., Peng, M., Shen, J., & **Stevens, C.** Managing in communist capitalism. *2023 AIB UK & Ireland Chapter, Glasgow, UK.*

Makarius, E., Newenham-Kahindi, A., & **Stevens, C.** Opportunities or constraints: The case of foreign MNEs on developing reputations in sub-Saharan Africa. *2022 Global Strategy and Emerging Markets Conference, Vancouver, BC, Canada.*

Makarius, E., Newenham-Kahindi, A., & **Stevens, C.** Reputation development in emerging economies: The case of foreign MNEs in sub-Saharan Africa. *2022 AIB UK & Ireland Chapter / Reading IB Conference, Reading, UK.*

Makarius, E., Newenham-Kahindi, A., & **Stevens, C.** Foreign MNEs' reputation transfer and reputation development in East Africa: Obstacles and opportunities. *2021 Strategic Management Society Annual Meeting (virtual).*

Makarius, E., Newenham-Kahindi, A., & **Stevens, C.** More than just a big name: Reputation development in emerging economies. *2020 Academy of Management Annual Meeting (virtual).*

Lorinkova, R., Makarius, E., **Stevens, C.**, & Mukherjee, D. Reputation disrupted: Organizational crises' impact on collective human capital flow. Presentation included in symposium entitled, "Human capital flow: Investigating employee movement into and out of organizations." *2020 Academy of Management Annual Meeting (virtual).*

**Stevens, C.** (panelist). Africa as a distinctive context: Fertile ground for theory development. *2020 Academy of International Business Annual Meeting. (\*accepted by conference but panel canceled due to COVID-19 pandemic)*

- Cooper, J., **Stevens, C.**, Oneto, S. Firm level role conflict: A framework for understanding the impact of stakeholder frictions on strategic decision making. *2019 Academy of Management Specialized Conference: Responsible Leadership in Rising Economies, Bled, Slovenia.*
- Mukherjee, D., Makarius, E., **Stevens, C.**, & Ash, S. Reputational resources and internationalization of emerging market firms. *2019 Academy of International Business Annual Meeting, Copenhagen, Denmark.*
- Newenham-Kahindi, A., & **Stevens, C.** When worlds collide: A place-based theory of indigenous stakeholder management. *2018 Irish Academy of Management Conference, Cork, Ireland.*
- Stevens, C.**, & Newenham-Kahindi, A. Part of the problem or part of the solution? MNEs, FDI, and the cycle of corruption in Africa. *2018 Academy of Management Annual Meeting, Chicago, IL. Selected for best paper proceedings. Winner of the International Management Division Best Paper in International Ethics, Social Responsibility, and/or Sustainability.*
- Makarius, E., Newenham-Kahindi, A., & **Stevens, C.** More than a big name: Developing a positive reputation in emerging markets. *34<sup>th</sup> EGOS Colloquium 2018, Tallinn, Estonia.*
- Stevens, C.**, & Newenham-Kahindi, A. Part of the problem or part of the solution? MNEs, FDI, and corruption in Africa. *2018 Sustainability, Ethics & Entrepreneurship (SEE) Conference, Washington, D.C.*
- Cooper, J., **Stevens, C.**, Yamazaki, K. Validation of the Japanese version of the KUT commitment scale and an examination of the loanword *komittmento*. *2017 Conference on Commitment, Columbus, OH. (\*accepted by conference but not presented)*
- Newenham-Kahindi, A., & **Stevens, C.** An institutional logics approach to liability of foreignness: The case of mining MNEs in Sub-Saharan Africa. *2017 Academy of Management Annual Meeting, Atlanta, GA. Selected for best paper proceedings. Finalist for the IM Division GWU-CIBER Best Paper on Emerging Markets Award.*
- Mukherjee, D., Makarius, E., & **Stevens, C.** Reputational resources and internationalization in emerging market business groups. *2017 Academy of International Business Annual Meeting, Dubai, UAE.*
- Dykes, B., **Stevens, C.**, & Lahiri, N. Liability of foreignness in public-private partnerships: The case of project finance investments. *Global Strategy Journal Workshop at 2016 Strategic Management Society Annual Meeting, Berlin, Germany.*
- Makarius, E., & **Stevens, C.** The impact of reputation and labor market conditions on collective human capital flow. *2016 Academy of Management Annual Meeting, Anaheim, CA. Selected for best paper proceedings.*
- Xie, E., Huang Y., & **Stevens, C.** Performance feedback and outward foreign direct investment by emerging economy firms. *2016 Academy of Management Annual Meeting, Anaheim, CA.*

- Dykes, B., **Stevens, C.**, & Lahiri, N. Liability of foreignness in public-private partnerships: The case of project finance investments. *2016 Academy of Management Annual Meeting, Anaheim, CA.*
- Dykes, B., **Stevens, C.**, & Lahiri, N. Liability of foreignness in public-private partnerships: The case of project finance investments. *2016 Academy of International Business Annual Meeting, New Orleans, LA.*
- Stevens, C.**, & Newenham-Kahindi, A. Legitimacy spillovers, regional political strategies, and competitive advantage: The case of Chinese FDI in the East African Community. *2016 Academy of International Business Annual Meeting, New Orleans, LA.*
- Makarius, E., & **Stevens, C.** Reputation effects on human capital flow. *2015 Midwest Academy of Management Annual Meeting, Columbus, OH.*
- Newenham-Kahindi, A., & **Stevens, C.** Institutional logics, liability of foreignness, and poverty alleviation: The case of mining MNEs in East Africa. *2015 Academy of International Business Annual Meeting, Bangalore, India.*
- Cooper, J., Stanley, L., **Stevens, C.**, Kausch, C. Is culture about country or individual differences? Identifying distinct cultural profiles within and across countries using Latent Profile Analysis. *2014 Academy of Management Annual Meeting, Philadelphia, PA.*
- Makarius, E., **Stevens C.**, & Tenhiälä, A. Corporate reputation and voluntary turnover. *2014 Society for Industrial and Organizational Psychology Annual Meeting, Honolulu, HI.*
- Cooper, J., Stanley, L., **Stevens, C.**, Kausch, C. Is culture about country or individual differences? Identifying distinct cultural profiles within and across countries using Latent Profile Analysis. *2014 Academy of International Business Annual Meeting, Vancouver, BC.*
- Dykes, B., & **Stevens, C.** A model of international partnership formation and performance. *2014 Academy of International Business Annual Meeting, Vancouver, BC.*
- Cooper, J., & **Stevens, C.** Firm level role conflict: A new approach to understanding the impact of stakeholders on firm performance & strategy. *2014 Research Exemplars Conference, Keystone, CO.*
- Dykes, B., & **Stevens, C.** A model of international partnership formation and performance. *2013 Strategic Management Society Annual Meeting, Atlanta, GA.*
- Stevens, C.**, & Makarius, E. The impact of corporate reputation on firm entry mode strategy. *2013 Academy of Management Annual Meeting, Lake Buena Vista, FL.*
- Stevens, C.**, Kidwell, R., & Sprague, R. Bound by Laws, or by Values? Cultural Dimensions, Stewardship Mentality, and Protection of Minority Owners in Family Firms. *2013 International Family Enterprise Research Academy Annual Conference, St. Gallen, Switzerland.*

- Stevens, C., & Dykes, B.** The home country cultural determinants of firms' foreign market entry timing strategies. *2012 Academy of Management Annual Meeting, Boston, MA. Selected for best paper proceedings.*
- Newenham-Kahindi, A., & **Stevens, C.** Mining MNEs, Communities of Place and the Informal Economy: Implications for Entrepreneurship and Poverty Alleviation in Developing Countries. *2012 Academy of Management Annual Meeting, Boston, MA. Selected for best paper proceedings.*
- Stevens, C., & Peng, M.W.** Developing a legitimacy-based view of political risk: The case of Google in China. *2012 Academy of Management Annual Meeting, Boston, MA.*
- Stevens, C., & Shenkar, O.** Liability of home: Institutional friction and firm disadvantage abroad. *2012 Academy of Management Annual Meeting, Boston, MA.*
- Stevens, C., & Makarius, E.** Corporate reputation, entry mode strategy, & competitive advantage: New insights from an integration of resource-based and transaction costs logic. *2012 Academy of International Business, Washington, D.C.*
- Stevens, C., & Peng, M.W.** Developing a legitimacy-based view of political risk: The case of Google in China. *2012 Academy of International Business, Washington, D.C.*
- Cooper, J., & **Stevens, C.** Firm level role conflict: A new approach to understanding the impact of stakeholders on firm performance & strategy. *2012 Macromarketing Conference, Berlin, Germany.*
- Stevens, C., & Makhija, M.** The effect of foreign firm cohorts on political risk. *2011 Western Academy of Management Annual Meeting, Victoria, BC.*
- Stevens, C., & Makhija, M.** The effect of foreign firm cohorts on political risk. *2011 Academy of International Business, Nagoya, Japan.*
- Stevens, C., & Shenkar, O.** Liability of "homeness": Friction, institutions, and firms' disadvantages abroad. *2010 Academy of Management Annual Meeting, Montreal, QC.*
- Stevens, C., & Shenkar, O.** Liability of "homeness": Friction, institutions, and firms' disadvantages abroad. *2010 Academy of International Business, Rio de Janeiro, Brazil.*
- Stevens, C., & Makhija, M.** The effect of legitimacy on political risk: A cross-national study of U.S. MNE subsidiaries. *2010 Academy of Management Annual Meeting, Montreal, QC.*
- Kistruck, G., **Stevens, C., & Morris, S.** The importance of organizational learning and institutional heterogeneity in intermediation research. *2009 Academy of International Business Annual Meeting, San Diego, CA; also selected for JIBS PDW.*
- Stevens, C., & Cooper, J.** Unraveling the East Asian "paradox": A new theoretical perspective on governments' ability to make credible commitments. *2009 Academy of International Business Annual Meeting, San Diego, CA.*

**Stevens, C.** The Effect of the Institutional Environment on the Performance of a Firm's Political Strategy: How the Rules of the Game Shape How Firms Play the Game. *2008 Academy of International Business Annual Meeting, Milan, Italy.*

**Stevens, C., & Coyne, E.** The Effect of a Firm's Reputation on Foreign Entry Mode Strategy and Post-Entry Identity. *2008 Academy of International Business Annual Meeting, Milan, Italy.*

**Stevens, C.** The Effect of Institutional Environment on International Alliance Performance: A Relational Story. *2007 Academy of International Business Annual Meeting, Indianapolis, IN.*

**Stevens, C.** Testing the Importance of Industry on Political Risk. *2007 Academy of International Business Annual Meeting, Indianapolis, IN.*

## **INVITED ADDRESSES AND PRESENTATIONS**

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**Stevens, C.** How to link theoretical framework to methodology. *AIB Africa Scholarship Developmental Initiative (4/2022)*

**Stevens, C.** (PDW breakout room co-leader) Publishing in AMJ – Tips from the Editors. *2021 Academy of Management Annual Meeting (8/2021).*

**Stevens, C.** An institutional logics approach to liability of foreignness: The case of mining MNEs in Sub-Saharan Africa. *AIB Journals Webinar: "Foreign investor engagement in developing economies" (4/2021)*

**Stevens, C.** Business & Economics in 'Reiwa' Japan: Current Trends & Future Directions. *OSU Institute for Japanese Studies Lecture Series, Columbus, OH (3/2021)*

**Stevens, C.** (panelist). Academy of Management International Management Division Webinar Series: "Getting a research career going" (2/2021)

**Stevens, C.** (panelist) Where is the field of IM heading? Where should it head? *2020 Academy of Management Annual Meeting (8/2020).*

**Stevens, C., & Newenham-Kahindi, A.** Part of the problem, or part of the solution? MNEs, FDI, and corruption in sub-Saharan Africa. *Business & Society Seminar Series, American University, Washington, D.C. (11/2017)*

**Stevens, C.** (panelist) African Awakening: Strategic Management in Africa. *2016 Strategic Management Society Annual Meeting, Berlin, Germany.*

**Stevens, C.** Toward an integrative theory of multinational firms' political risk. *Nihon University, Tokyo, Japan (6/2016).*

Cooper, J., Stanley, L., **Stevens, C.**, Shenkar, O., Kausch, C. A person-centered approach to the analysis of cultural values. *2016 Lehigh CBE Research Retreat, Lehigh University, Bethlehem, PA (5/2016).*



- Cooper, J., Stanley, L., **Stevens, C.**, Shenkar, O., Kausch, C. A person-centered approach to the analysis of cultural values. *2016 Centennial Ph.D. Alumni Reunion, The Ohio State University, Columbus, OH (5/2016)*.
- Newenham-Kahindi, A., & **Stevens, C.** Institutional logics, liability of foreignness, and poverty alleviation: The case of mining MNEs in sub-Saharan Africa. *2015 Lehigh CBE Research Retreat, Lehigh University, Bethlehem, PA (5/2015)*.
- Cooper, J., Stanley, L., **Stevens, C.**, Kausch, C. On the nature and variation of cultural values: Using latent profile analysis to address unresolved tensions in the culture literature. *Keiō University, Tokyo, Japan (7/2014)*.
- Stevens, C.** Culture and international business. *Nihon University, Tokyo, Japan (7/2014)*.
- Stevens, C.**, & Makhija, M. The effect of foreign firm reference groups on political risk. *The Japan Society of International Economics, Tokyo, Japan (7/2014)*.
- Stevens, C.**, Kidwell, R., & Sprague, R. Bound by Laws, or by Values? Cultural Dimensions, Stewardship Mentality, and Protection of Minority Owners in Family Firms. *2014 Family Business Conference, Singapore (4/2014)*.
- Stevens, C.**, & Peng, M.W. Developing an integrated theory of political risk: The case of Google in China. *Singleton Working Paper Series, Lehigh University College of Business & Economics (2/2014)*.
- Stevens, C.**, & Dykes, B. The home country cultural determinants of firms' foreign market entry timing strategies. *Long Range Planning Workshop, Madrid, Spain (5/2012)*.
- Stevens, C.**, & Makhija, M. The effect of foreign firm cohorts on political risk. *Brown Bag Seminar: University of Wyoming College of Business (10/2010)*
- Kistruck, G., **Stevens, C.**, Morris, S., & Webb, J. Towards a Balanced Integration of Transaction Cost and Resource-Based Logics in Intermediation Theory: The Effects of Relational Multiplicity, Replication, and Corruption on the Likelihood of Intermediation. *Organization Science Summer Workshop, Bergen, Norway (5/2010)*.
- Kistruck, G., **Stevens, C.**, & Morris, S. Broadening the Explanatory and Predictive Power of Intermediation Theory in Management Research. *MHR Speaker Series: Fisher College of Business, The Ohio State University (4/2009)*.

## **DISSERTATION**

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- Stevens, C.** (2010). *A legitimacy-based approach to political risk*. Committee: Mona Makhija (chair), Oded Shenkar, Shad Morris.

## **PROFESSORSHIPS & OTHER HONORS**

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### **College of Business, Lehigh University, Bethlehem, Pennsylvania**

*Frank L. Magee Distinguished Professorship – July 2022 to December 2022*

*Thomas J. Campbell '80 Professorship – 2015 to June 2022*

### **Dunning Africa Centre, Johannesburg, South Africa**

*Associate Member – 2021-2022*

### **Nihon University, Tokyo, Japan**

*Visiting Faculty Fellow – 2014 & 2016*

## **RESEARCH AWARDS & GRANTS**

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### **Academy of Management**

2018 *Winner of the International Management Division Best Paper in International Ethics, Social Responsibility, and/or Sustainability*

2017 *Finalist for the IM Division GWU-CIBER Best Paper on Emerging Markets Award*

### **Lehigh University**

2022 *Provost's Travel Grant*

2020 *Carl & Ingeborg Beidleman Research Award in Business & Economics*

2019 *Provost's Travel Grant*

2018 *Provost's Travel Grant*

2016 *Provost's Travel Grant*

2016 *Faculty Grant for International Connections*

2015 *Provost's Travel Grant*

2014 *Provost's Travel Grant*

2013 *Provost's Travel Grant*

### **The Ohio State University**

2007 *CIBER Global Competence Award*

## **DOCTORAL SUPERVISION**

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### **Committee member**

2023 – Ainsley Goulbourne, DBA – Rutgers Business School, Rutgers University, USA

### **External examination**

2022 – Elizabeth Masekoameng, Ph.D. - Gordon Institute of Business Science, University of Pretoria, South Africa

## TEACHING INTERESTS

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Consistent with my research interests, my teaching interests are in the fields of strategy and international business. In the classroom, I am able to draw both my scholarly knowledge of the subjects at hand as well as my practical knowledge from my unique work experience at a Japanese company in Japan. Additionally, having lived and worked abroad, I believe strongly in immersion classes that combine classroom learning with experiential learning overseas and am excited to have experience leading such programs to Singapore, Dubai, and Vietnam. I enjoy teaching at the undergraduate and MBA levels, and have an interest in contributing to a PhD program should the opportunity arise.

## TEACHING EXPERIENCE

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2023 ~ present	<b>Rutgers Business School, Rutgers University</b> - 620:492 Business Strategy & Policy (undergraduate) <b><i>Student ratings (averaged across all sections taught):</i></b>	<b>4.85 / 5.00</b>
2013 ~ 2022	<b>College of Business and Economics, Lehigh University</b> - MBA456 Strategy (full-time MBA) <b><i>Student ratings (averaged across all sections taught):</i></b>	<b>5.00 / 5.00</b>
	- MBA462 Government & Society (full-time MBA, co-taught with Jim Dearden, Economics Dept.) <b><i>Student ratings (averaged across all sections taught):</i></b>	<b>4.86 / 5.00</b>
	- MGT301 Strategic Management in a Global Environment (undergraduate) <b><i>Student ratings (averaged across all sections taught):</i></b>	<b>4.87 / 5.00</b>
	- MGT346 International Business (undergraduate) <b><i>Student ratings (averaged across all sections taught):</i></b>	<b>4.99 / 5.00</b>
	- MGT372 Global Lab (undergraduate, co-leader with Doug Mahony, <i>no teaching evaluations for this course</i> ) 2018, 2019, 2020: Singapore & Vietnam 2015, 2016, 2017: Singapore & Dubai 2014: Singapore	
2010 ~ 2013	<b>College of Business, University of Wyoming</b> - Business Strategy & Policy (undergraduate) <b><i>Student ratings (averaged across all sections taught):</i></b>	<b>4.62 / 5.00</b>
2007 ~ 2010	<b>Fisher College of Business, The Ohio State University</b> - Introduction to International Business (undergraduate) <b><i>Student ratings (averaged across all sections taught):</i></b>	<b>4.65 / 5.00</b>
	- Business Policy (undergraduate) <b><i>Student ratings (averaged across all sections taught):</i></b>	<b>4.75 / 5.00</b>

- Introduction to International Business (2005 - 2007: Teaching Assistant for Professors Mona Makhija, Mikelle Calhoun, & Candace Martinez), *no teaching evaluations for teaching assistant.*

## **TEACHING AWARDS & RECOGNITION**

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### **University of Wyoming**

**2013 – Alpha Kappa Psi-Beta Nu Outstanding Faculty Award**

**2013 – Selected as showcase class for “Take a Trustee to Class” event**

**2012 – Junior Faculty Teaching Award**

**2012 – “Going the Extra Mile” Award – University Disability Support Services**

## **SERVICE**

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### **Service to the profession:**

#### **Editorial review board member**

*Academy of Management Collections, 2020 ~ present*

*Academy of Management Journal, 2021 ~ present*

*Global Strategy Journal, 2023 ~ present*

*Journal of Asia-Pacific Business, 2013 ~ 2014*

*Journal of International Business Policy, 2023 ~ present*

*Journal of International Business Studies, 2013 ~ present*

*Journal of World Business, 2018 ~ present*

#### **Ad hoc journal reviewer**

*Academy of Management Journal*

*Academy of Management Perspectives*

*Asia Pacific Journal of Management*

*Corporate Governance: An International Review*

*Global Strategy Journal*

*International Business Review*

*International Marketing Review*

*Journal of Asia-Pacific Business*

*Journal of Business Research*

*Journal of International Business Studies*

- Best Reviewer Award 2016

- Best Reviewer Award 2015

*Journal of International Management*

*Journal of Management Studies*

*Journal of World Business*

- Best Reviewer Award 2018

*Management and Organization Review*

*Personnel Review*

*Strategic Entrepreneurship Journal*

*Strategic Management Journal*

*Strategic Organization*

## **Conference consortia and paper development workshops**

### *Doctoral Student Consortia*

- *Academy of Management, International Management Division, co-organizer, 2024*

### *Junior Faculty Consortia*

- *Academy of International Business, panelist, 2023*
- *Academy of Management, International Management Division, panelist, 2022*

### *Paper Development Workshops*

- *Academy of Management, International Management Division, panelist, 2020*

## **Conference session chair**

*Academy of International Business*

*Academy of Japanese Business Studies*

*Academy of Management*

*Strategic Management Society*

*Sustainability, Ethics, & Entrepreneurship (SEE) Conference*

## **Ad hoc conference reviewer**

*Academy of International Business*

- *Best Reviewer Award 2017*
- *Best Reviewer Award 2016*
- *Best Reviewer Award 2008*

*Academy of Management*

- *Best Reviewer Award 2017 (International Management Division)*
- *Best Reviewer Award 2008 (International Management Division)*

*Strategic Management Society*

- *Best Reviewer Award 2013 (Global Strategy Division)*

*Western Academy of Management*

## **Management Doctoral Student Association (part of the PhD Project)**

*Faculty presenter, 2015*

*Vice President emeritus, 2010 Planning Committee*

*Vice President, 2009 Planning Committee*

*Member, 2005~2010*

## **External grant reviewer**

*Research Grants Council (RGC) of Hong Kong*

*Israel Science Foundation*

## **Institution-level service:**

### **Rutgers University**

#### ***Department-level***

*Department vice chair, 2023 - 2026*

*Faculty search committees*

- *Open rank position, 2024 start date (committee member)*

*Performance Evaluation Committee, 2024*

## **Lehigh University**

### **University-level**

#### *Search committees*

- *University president, 2021 (committee member)*

#### *University Committees*

- *Faculty Committee on Global Affairs*
  - o *Committee chair: 2020 – 2022*
  - o *Committee member: 2016 – 2022*
- *Global Inquiry to Impact, committee member: 2018 – 2022*
- *Internal Review Committee for Faculty Research Grants, ad hoc reviewer: 2018*

#### *Global Social Impact Fellowship Project*

- *Panelist & referee, 2019*

#### *Global PreLUision*

- *Panelist on Globalization, 2017 – 2022*

#### *Iacocca Mikunigaoka Program*

- *Lecturer on Global Business, 2018 – 2019*

### **College-level**

#### *Faculty advisor*

- *International Business Club, 2019 - 2022*

#### *College Committees*

- *College Policy Committee, 2021 – 2022*
- *Matt Melone Faculty Award selection committee*
  - o *Committee chair, 2022*
  - o *Committee member, 2021 – 2022*
- *Database Committee, 2020 – 2022*
- *Undergraduate Curriculum Committee, 2017 - 2018*
- *Global Steering Committee, 2016 - 2019*

#### *Program Co-Director*

- *International Business Certificate, 2015 - 2022*

#### *Facilitated the hosting of visiting researchers*

- *Tetsuya Saito (Nihon University), 2016*
- *Naohiko Ijiri (Nihon University), 2016*
- *Kazuaki Sasaki (Nihon University), 2015*

#### *CBE Preview Day*

- *CBE faculty/student panelist, 2015 - 2022*

#### *Senior Open House*

- *CBE faculty/student panelist, 2014*

*Finance Department Quinquennial Review*

- *Committee member, 2022*

**Department-level**

*Management Department Research Seminar Series*

- *Primary organizer, 2015 – 2017 and 2019 – 2020*
- *External researchers hosted: Rob Bray (U. Pennsylvania), Jonathan Doh (Villanova U.), Adam Seth Litwin (Cornell U.), Tom Dean (Colorado State U.), Paul Pavlou (Temple U.), Siri Terjesen (American U.), Katalin Takacs-Haynes (U. Delaware), Quinetta Roberson (Villanova U.).*

*Faculty search committees*

- *Organizational Behavior tenure-track position, 2022 (committee member)*
- *Strategy/Entrepreneurship tenured, chaired position, 2022 (committee member)*
- *Supply chain management tenure-track or tenured position, 2021 (committee member)*
- *Entrepreneurship tenured position, 2018 (committee chair)*
- *Supply chain management professor of practice position, 2017 (committee member)*
- *Department chair position, 2014 (committee member)*

*Ad hoc department committees*

- *Journal list committee, 2019 – 2022*

**Other activities**

*Presentations on areas of expertise*

- *Beta Alpha Psi honors society, March 2019 (topic: business culture of Singapore & Vietnam)*
- *MBA406 Integrative Experience, once per semester Fall 2013 through Spring 2019 (guest lecturer on global strategy)*

**University of Wyoming**

*Executive education: Wyoming Business Leadership Institute*

- *Competitive strategy workshop, 11/1/2012*

*Football recruiting breakfast*

- *College of Business representative, 1/14/2012*

*Search committee member*

- *Management tenure-track assistant professor position, 2011, 2012*

*PhD Project Annual Meeting*

- *UW representative, 2010, 2011, 2012*

*Alpha Kappa Psi Case Competition*

- *Informal advisor, February 2011*

*Guest Speaker*

- *Modern Japanese Society & Culture (HP2151-03), 4/2/2012 (topic: business in Japan)*
- *Global Business Club, 4/19/2011 (topic: experience as expatriate in Japan)*

## The Ohio State University

Fisher College of Business Committee for Educational and Professional Diversity

- Committee member, 2009~2010

## PROFESSIONAL AFFILIATIONS

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Academy of International Business

Academy of Management (International Management Division, Strategic Management Division)

The Association of Japanese Business Studies

Beta Gamma Sigma

Strategic Management Society

## MEDIA

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1/27/21 – Lehigh University College of Business Kitchen Table Talk – “Business Implications of a New China Policy”: <https://youtu.be/QnzAURRUyCQ>

10/4/20 – Research on corruption in Africa featured on *Mining.com*:

<https://www.mining.com/companies-operating-in-developing-countries-find-new-way-to-counteract-corruption/>

9/20/20 – SMS blog post – “How do MNEs manage corruption abroad? New insights from sub-Saharan Africa”: <https://strategicmanagementsociety.wordpress.com/2020/09/20/how-do-mnes-manage-corruption-abroad-new-insights-from-sub-saharan-africa/>

8/31/20 – Strategic Management Society SMJ Video Abstract – “Avoid, Acquiesce ... or Engage? How to Manage Corruption Abroad”: <https://youtu.be/5AkGigdKo2w>

8/21/20 – Lehigh University College of Business This is My Research – “Avoid, Acquiesce ... or Engage? How to Manage Corruption Abroad”: <https://youtu.be/ebmUkCGHJfQ>

5/5/20 – Lehigh University College of Business Kitchen Table Talk – “Global Strategy in a World Turned Upside Down”: <https://youtu.be/lybjLXZEDJY>

5/7/18 – Quoted in *Russ Banham – America’s Corporate Historian* regarding firms’ political risk management in a time of geopolitical uncertainty:

<http://www.russbanham.com/2018/05/07/revolutionary-thinking-why-cfos-should-account-for-political-instability/>

4/1/18 – Interviewed by *Financial Management* about how CFOs can manage geopolitical instability:

<https://www.fm-magazine.com/issues/2018/apr/account-for-political-instability.html>

8/30/17 – Featured in story on PhD Project: <https://fisher.osu.edu/news/phd-project-supporting-fishers-thought-leaders>

5/8/17 – Research featured in 2017 *Lehigh Research Review*: <http://www1.lehigh.edu/news/chinese-approaches-investment-east-africa>



12/5/16 – Quoted by *Philadelphia Inquirer* in story on Japanese entertainment firm's entry into Philadelphia market: [http://www.philly.com/philly/business/20161205\\_Exton\\_Square\\_department-store\\_space\\_is\\_turning\\_Japanese\\_as\\_mall-entertainment\\_company\\_expands.html](http://www.philly.com/philly/business/20161205_Exton_Square_department-store_space_is_turning_Japanese_as_mall-entertainment_company_expands.html)

## **INDUSTRY EXPERIENCE**

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### **Ichimiya Group, Niihama, Japan**

2003-2004

- Part of team that designed and facilitated training and education programs and seminars for new employees and high potential managers
- Writer and co-editor of company's quarterly newsletter and monthly online newsletter

## **LANGUAGES**

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### English

- Native speaker

### Japanese

- Full professional proficiency
- 日本語能力試験 N1 合格
- 日本漢字能力検定 3 級合格