

## Sinéad M. Monaghan

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Assistant Professor  
Department of Management and Global Business  
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### ACADEMIC EMPLOYMENT

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2014 - present	<i>Assistant Professor</i>	Dept of Management and Global Business, Rutgers Business School – Newark and New Brunswick, Rutgers University, Newark 07102
2014	<i>Post-Doctoral Scholar</i>	Dept of Personnel & Employment Relations, University of Limerick, Ireland

### EDUCATION

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2014	<b>PhD</b> in Management	Department of Personnel & Employment Relations, Kemmy Business School, University of Limerick, Ireland
2010	<b>MSc.</b> in Work & Organizational Psychology	Department of Personnel & Employment Relations, Kemmy Business School, University of Limerick, Ireland
2008	<b>B.Sc.</b> (Hons) Psychology	School of Psychology, University College Dublin, Belfield, Dublin 4, Ireland

### RESEARCH INTERESTS

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**International Business:** Firm internationalization; foreign direct investment (FDI); multinational corporations (MNCs); liability of outsidership; business networks

**International Entrepreneurship:** Rapid internationalization; international new ventures (INVs); entrepreneurial orientation; high-growth firms

**Economic Geography:** Location choice; geographic clusters; knowledge connectivity; subnational institutional capacity

## PUBLICATIONS

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### *Peer-Reviewed Journals*

1. **Monaghan, S.**, Gunnigle, P. & Lavelle, J. Firm-location dynamics and subnational institutions: Creating a Platform for Collocation Activities. *Industry and Innovation*, in press
2. **Monaghan, S.**, Gunnigle, P. & Lavelle, J. Mapping Networks: Exploring the utility of social network analysis (SNA) in management research and practice. *Journal of Business Research*, 76: 136-144.
3. **Monaghan, S.**, Gunnigle, P. & Lavelle, J. 2014. 'Courting the Multinational Enterprise': Subnational Institutional Capacity and Foreign Market Insidership, *Journal of International Business Studies*, 45(2): 131-151.
4. Almond, P., Gonzalez Menendez, M., Gunnigle, P., Lavelle, J., **Monaghan, S.**, & Murray, G. 2014. Multinationals and regional economies: embedding the regime shoppers? *Transfer*, 20(2): 237-253.
5. O'Shea, D., **Monaghan, S.**, & Ritchie, T. 2014. 'Career attitudes and satisfaction during recessionary times', *Journal of Managerial Psychology*, 29(3): 226-245.
6. Gunnigle, P., Lavelle, J. & **Monaghan, S.** 2013. Weathering the storm? Multinational companies and human resource management through the global financial crisis, *International Journal of Manpower*, 34(3): 214 – 231.
7. **Monaghan, S.** 2012. Attraction and Retention of Foreign Direct Investment (FDI): The role of subnational institutions in a small highly globalised economy, *Irish Journal of Management*, 31(2): 45-61.

### *Manuscripts Under Review*

- **Monaghan, S.**, & Tippmann, E. Accelerated Multinationals: Capturing global opportunities  
5<sup>th</sup> round R&R (moderate) at *Journal of International Business Studies*
- Gunnigle, P., Lavelle, J. & **Monaghan, S.** Multinational Companies and HRM in Recession: A Retrospective from a Highly Globalised Economy  
1<sup>st</sup> round R&R at *Thunderbird International Business Review*

### *Manuscripts In Preparation*

- Lee, A., **Monaghan, S.** & Mudambi, R. Global Voyages: Personal ties, knowledge connectivity and innovative performance.  
➤ Final revisions: being prepared for submission to *Academy of Management Journal*, November 2017

- **Monaghan, S.,** Gunnigle, P. & Lavelle, J. Location Capital, Subnational Engagement and Firm Strategy.
  - final revisions: being prepared for *Global Strategy Journal*, October 2017
- **Monaghan, S.,** Tippmann, E. & Reuber, B. Fostering dispersed entrepreneurship: The interplay of challenges and enablers during international expansion via subsidiaries
  - final revisions: being prepared for *Journal of International Business Studies*, June 2017; accepted to *Academy of International Business Annual Conference*, Dubai 2017 and *2017 Babson College Entrepreneurship Research Conference*

### ***Manuscripts In Progress***

- Piaskowska, D., **Monaghan, S.** & Tippmann, E. Profiling growth strategies of new ventures: Evidence from high-growth firms/Unicorns
  - data analysis: being prepared for *Strategic Management Journal*, February 2017; submitted to *Strategic Management Society*, Houston 2017
- Young, S.L., & **Monaghan, S.** The effect of the institutional environment on early-stage international entrepreneurial activity
  - data analysis: being prepared for *Journal of International Business Studies*, May 2017; accepted to *Academy of International Business Annual Conference*, Dubai 2017

### ***Book Chapters***

Almond, P., Ferner, A., Gonzalez Menendez, M., Lavelle, J., Balbona Luque, D. & Monaghan, S. 2014. Multinational corporations, Sub-national governance and Human Resources: A Cross-national comparison for Western Europe, in Richet, X., Delteil, V. and Dieuaide, P. (Eds) *Strategies of Multinational Corporations and Social Regulations: European and Asian Perspectives*, Springer Berlin Heidelberg, pp 107 – 121

### ***Refereed Conference Papers***

1. **Monaghan, S.,** Tippmann, E. & Reuber, B. 2017. Fostering dispersed entrepreneurship: The interplay of challenges and enablers during international expansion via subsidiaries. Paper presented at *Academy of Management Annual Conference*, Atlanta, Georgia.
2. **Monaghan, S.,** Tippmann, E. & Reuber, B. 2017. Fostering dispersed entrepreneurship: The interplay of challenges and enablers during international expansion via subsidiaries. Paper presented at *Academy of International Business Annual Conference*, Dubai, United Arab Emirates.
3. **Monaghan, S.** & Young, S.L. 2017. The effect of the institutional environment on early-stage international entrepreneurial activity. Paper presented at *Academy of International Business Annual Conference*, Dubai, United Arab Emirates.
4. **Monaghan, S.** & Tippmann, E. 2017. Accelerated Multinationalization: Capturing global opportunities. Paper presented at *Babson College Entrepreneurship Research Conference*, Norman, Oklahoma.

5. **Monaghan, S.**, Tippmann, E. & Reuber, B. 2017. Fostering dispersed entrepreneurship: The interplay of challenges and enablers during international expansion via subsidiaries. Paper presented at *Babson College Entrepreneurship Research Conference*, Norman, Oklahoma.
6. **Monaghan, S.** & Lee, A. 2016. Global voyages: Argonauts, serendipity and the process of industry emergence. Paper presented at *Academy of Management Annual Conference*, Anaheim, U.S.A.
7. **Monaghan, S.** & Tippmann, E. 2016. Accelerated Multinationalization: Capturing global opportunities. Paper presented at *Academy of Management Annual Conference*, Anaheim, U.S.A.
8. **Monaghan, S.** & Tippmann, E. 2016. Time, speed and pace in multinational activity. Co-organizer of panel workshop at *Academy of International Business Annual Conference*, New Orleans, U.S.A.
9. **Monaghan, S.** & Tippmann, E. 2016. Accelerated Multinationalization: Capturing global opportunities. Paper presented at *Academy of International Business Annual Conference*, New Orleans, U.S.A.
10. **Monaghan, S.** & Lee, A. 2016. Global voyages: Argonauts, serendipity and the process of industry emergence. Paper presented at *Academy of International Business Annual Conference*, New Orleans, U.S.A.
11. **Monaghan, S.** & Lee, A. 2015. Knowledge connectivity, innovation and human mobility within new venture internationalization. Paper presented at *iBEGIN Annual Conference*, Philadelphia, U.S.A.
12. **Monaghan, S.**, Gunnigle, P. & Lavelle, J. 2015. Mapping multinational networks: Exploring the utility of social network analysis in management research and practice. Paper presented at *Academy of Management Annual Conference*, Vancouver, Canada.
13. **Monaghan, S.**, Gunnigle, P. & Lavelle, J. 2015. 'By accident and by design': Institutional-MNE coevolution within the subnational space. Paper presented at *Academy of International Business Annual Conference*, Bangalore, India.
14. **Monaghan, S.**, Gunnigle, P. & Lavelle, J. 2015. 'By accident and by design': Institutional-MNE coevolution within the subnational space. Paper presented at *CRIMT International Conference*, Montreal, Canada.
15. **Monaghan, S.**, Gunnigle, P. & Lavelle, J. 2015. Moving beyond financials: Location, strategy and non-economic attributes. Paper presented at *Copenhagen Business School Workshop: Location Decisions of MNEs*, Copenhagen, Denmark.
16. **Monaghan, S.**, Gunnigle, P. & Lavelle, J. 2014. 'We must compete against other locations... It is like a beauty competition': The influence and institutional positioning of 'softer' factors for investment at the subnational level. Paper presented at *Academy of International Business Annual Conference*, Vancouver, Canada.
17. **Monaghan, S.**, Gunnigle, P. & Lavelle, J. 2014. 'It is the soft stuff they try to get a sense of': The influence and institutional positioning of 'softer' factors for investment at the subnational level. Paper presented at *Academy of International Business, United Kingdom and Ireland (AIB-UKI) Chapter*, Leeds, United Kingdom.
18. **Monaghan, S.**, Gunnigle, P. & Lavelle, J. 2013. Evolutionary economic geography, international business and foreign direct investment (FDI): Variation in the subnational institutional network involved in attracting and retaining FDI. Paper presented at *Association of American Geographers*, Los Angeles, U.S.A.

19. **Monaghan, S.,** Gunnigle, P. & Lavelle, J. 2013. Variation in the subnational institutional network involved in attracting and retaining foreign direct investment (FDI). Paper presented at *Academy of International Business, United Kingdom and Ireland (AIB-UKI) Chapter*, Birmingham, United Kingdom.
20. **Monaghan, S.,** Gunnigle, P. & Lavelle, J. 2012. Mapping synergistic networks between Multinational Enterprise (MNE) Subsidiaries and Subnational Institutions: exploring the utility of Social Network Analysis (SNA). Paper presented at *World Congress of the International Federation of Scholarly Associations of Management (IFSAM) Conference*, Limerick, Ireland.
21. **Monaghan, S.,** Gunnigle, P. & Lavelle, J. 2012. Synergistic networks between MNE subsidiaries and subnational institutions in Ireland. Paper presented at *Academy of International Business, United Kingdom and Ireland (AIB-UKI) Conference*, Liverpool, UK.
  - Recipient of “Neil Hood and Stephen Young Prize for the Most Original New Work”
22. **Monaghan, S.,** Gunnigle, P. & Lavelle, J. 2011. The application of social network analysis in exploring the subnational business system. Paper presented at *CRIMT International Conference*, Montreal, Canada.
23. **Monaghan, S.** 2011. Attraction and Retention of Foreign Direct Investment: The role of subnational institutions in a small, highly globalized economy. Paper presented at *CRIMT International Conference*, Montreal, Canada.
24. **Monaghan, S.,** Gunnigle, P. & Lavelle, J. 2010. The impact of the global financial crisis on human resource management: Evidence from the multinational sector in a highly globalised economy. Paper presented at *Irish Academy of Management Conference*, Cork, Ireland.
25. **Monaghan, S.** 2010. The Millennial generation in Ireland: Work characteristics and career attitudes influencing satisfaction in job and career. Paper presented at *Irish Academy of Management Conference*, Galway, Ireland.
26. **Monaghan, S.** 2008. The role of family support and parental influence in the career decision-making self-efficacy of adolescents. Paper presented at *Student Congress of the Psychological Society of Ireland Conference*, Limerick, Ireland.

### **Teaching Case**

- Kwan, J.K., Lee, A., Monaghan, S. & Mudambi, R. 2016. *Fotonation: Leveraging international knowledge connectivity*. Ivey Publishing: Ontario, Canada
- Tippmann, E. and Monaghan, S. 2017. *International Expansion of Qualtrics: Rapid Scaling into a Global Firm*. Under review at Ivey Publishing, August 2017.

### **Invited Presentations**

- Monaghan, S. Fostering dispersed entrepreneurship: The interplay of challenges and enablers during international expansion via subsidiaries. *Rutgers Business School, Rutgers University, Newark NJ, U.S.A.* February 2017.
- Monaghan, S. Accelerated Multinationalization: Capturing global opportunities. *Michael Smurfit Graduate School of Business, University College Dublin, Ireland*, July 2016.

- Monaghan, S. Time, speed and pace in multinational activity: Panel Co-ordinator. *Academy of International Business Studies Annual Conference, New Orleans, LA, U.S.A., June 2016.*
- Monaghan, S. Synergistic networks between MNE subsidiaries and subnational institutions in Ireland. *iBEGIN consortium, Fox Business School, Temple University, PA, U.S.A., November 2014.*
- Monaghan, S. Attraction and retention of FDI to Ireland: Research reflections. *Michael Smurfit Graduate School of Business, University College Dublin, Ireland, October 2013.*
- Monaghan, S. Synergistic networks between MNE subsidiaries and subnational institutions in Ireland. *University of Oviedo, Asturias, Spain, September 2013.*
- Monaghan, S. Attraction and Retention of FDI: The role of subnational institutions in a small, highly globalised economy. *Kemmy Business School, University of Limerick, Ireland, March 2013.*
- Monaghan, S. ‘It may spook some of the larger players’: The perceived role of subnational variation in attracting and retaining FDI, *Inaugural All Ireland Subsidiary Management Research Symposium, National University of Ireland, Galway, Ireland, February 2013.*
- Monaghan, S. Attraction and retention of foreign direct investment: The role of subnational institutions in a small, highly globalized economy. *DeMontfort University, Leicester, U.K., December 2011.*
- Monaghan, S. International HRM for small and medium enterprises, *Kemmy Business School, University of Limerick, Ireland, February 2011.*
- Monaghan, S. Research methods and skills. *Kemmy Business School Graduate Forum, University of Limerick, Ireland, March 2011.*
- Monaghan, S. Multinational companies, sub-national governance & human resources: Preliminary findings on the Irish context, *Chartered Institute of Personnel and Development, Galway, Ireland, October 2010.*
- Monaghan, S. The role of self-serving memory in the organization. *Psychological Society of Ireland, Limerick, Ireland, October 2012.*
- Monaghan, S. Attitudes and job satisfaction *Psychological Society of Ireland, Limerick, Ireland, October 2012.*

### **Published Reports**

O’Shea, D. & Monaghan, S. 2009. *The Millennial Generation: Insights into increasing work-related satisfaction.* Report commissioned by OMT Group, Lonsdale House, National Technology Park, Limerick, Ireland.

## FUNDING, AWARDS & VISTING POSITIONS

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- 2017** *Rutgers Advanced Institute for the Study of Entrepreneurship and Development, Rutgers Business School (\$3,200)*
- 2016** Visiting Scholar, Michael Smurfit Graduate School of Business, UCD, Ireland
- 2015** *Technology Research Management Center, Rutgers Business School (\$4,200)*
- 2012** New Foundations Award, *Irish Research Council* (\$6,000/€5,200)
- 2012** “Neil Hood and Stephen Young Prize for the Most Original New Work” 39<sup>th</sup> Annual Academy of International Business, UK and Ireland Chapter (AIB-UKI), University of Liverpool
- 2011** Kemmy Business School, University of Limerick (\$3000/£2,000) reseach grant
- 2011** European Science Foundation (ESF) (\$5,000/€3,500) research grant
- 2010** Government of Ireland Doctoral Scholarship, *Irish Research Council* (\$55,000/€48,000)
- 2010** Student Excellence Award for highest performance in MSc. in Organizational Psychology, *University of Limerick*
- 2009** Recognition of superior performance in BSc. (Hons) Psychology, *University College Dublin*

## RESEARCH NETWORKS

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<b>2015-present</b>	iBEGIN (International Business, Economic Geography, Innovation and Networks)	<i>Temple University, PA, U.S.A</i>
<b>2015-present</b>	Accelerated Multinationalization	<i>Rutgers University &amp; University College Dublin, Ireland</i>
<b>2010-present</b>	Multinational Corporations, Subnational Governance and Human Resources	<i>DeMontfort University, Leicester, United Kingdom</i>
<b>2013 – present</b>	Irish Academy of Management Special Interest Group in International Business	<i>Dublin Institute of Technology, Ireland</i>
<b>2010 - 2014</b>	Work, Knowledge & Employment Research Theme	<i>University of Limerick, Ireland</i>
<b>2010 - 2014</b>	Kemmy Business School Graduate Research Centre PhD Colloquium	<i>University of Limerick, Ireland</i>
<b>2011 – 2013</b>	Evolutionary perspectives on the MNC-Institution nexus	<i>University College London, United Kingdom</i>

## **SPECIALIST SKILLS & PROFESSIONAL TRAINING**

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- 2014** Geographic Information Systems
- 2012** Advanced Social Network Analysis I – Selection Mechanisms & Social Structure
- 2011** Network Dynamics and An Introduction to Social Network Analysis
- 2010** Advanced Analysis with NVivo
- 2010** Working with Long Documents
- 2010** Structural Equation Modelling using LISREL
- 2009** Level A and Intermediate Level B Psychometric Training

## **THESIS SUPERVISION AND EXAMINATION**

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### **Ph.D. Committee Member**

- Jessica Salmon, International Business doctoral student, Rutgers Business School (2017)
- Seho Cho, International Business doctoral student, Rutgers Business School (expected: 2018)

### **MSc. Thesis Supervision**

- Le Yang, MSc. in Human Resource Management, University of Limerick (2014)
- Xiaotong Song, MSc. in Human Resource Management, University of Limerick (2014)
- Xuan Kou, MSc. in Human Resource Management, University of Limerick (2014)
- Yiming Han, MSc. in Human Resource Management, University of Limerick (2014)

### **External Examiner**

- Gabriel Cueto Pruneda, Doctoral Thesis, University of Oviedo, Spain (2017)

## **PROFESSIONAL ASSOCIATIONS**

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1. Academy of Management (AOM: 2015-present)
2. Academy of International Business (AIB: 2011-present)
3. Irish Academy of Management (IAM: 2009-present)
4. Psychological Society of Ireland (PSI: 2010-present)
  - a. Member of the Division of Work and Organizational Psychology (DWOP)
5. British Psychological Society (BPS: 2010-present)



## TEACHING

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### Undergraduate Education

Global Management and Strategy  
(*newly developed curriculum*) 2017 – present  
Rutgers Business School

International Business 2014 - present  
Rutgers Business School

### Graduate Education

Personnel Psychology: Selection and Assessment Spring 2014  
University of Limerick

International Human Resource Management Spring 2014  
University of Limerick

Human Resource Management in Transition Fall 2013  
University of Limerick

## PROFESSIONAL EMPLOYMENT

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Date	Company	Position
2008	KPMG, 1 HarbourMaster Place, IFSC, Dublin 1	HR Intern

## ACADEMIC SERVICE

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### *Professional Activities*

- Editorial Board Member *Journal of World Business*
- Journal Reviewer (Ad Hoc)
  - *Journal of International Business Studies (JIBS)*
  - *Small Business Economics Journal (SBE)*
  - *British Journal of Management (BJM)*
  - *Irish Journal of Management (IJM)*
  - *Journal of Management Studies (JMS)*
- Conference Reviewer
  - *Academy of International Business (AIB)*
  - *Academy of Management (AOM)*
    - *International Management Division*
    - *Entrepreneurship Division*

### ***School and Department***

#### **2017**

- Faculty advisor for an independent study, entitled ‘International Business: Competing in the Global Marketplace’
- Supportive reference to undergraduate students (~10)

#### **2016**

- Spokesperson for Management and Global Business at 2016 Rutgers University MBA Open House, Newark
- Participant in *Academy of Management* Junior Career Consortium for Entrepreneurship division and International Management division

#### **2015**

- Coordination of Rutgers Management and Global Business Seminar Series
- Mentorship of Undergraduate Students
- Informal advisement to doctoral students (IB) on career opportunities, research methods and publication strategies
- Panelist for Rutgers Business School *Johnson & Johnson Undergraduate Case Study Competition*

#### **2014**

- Co-Supervision of MSc. in Human Resource Management Thesis, University of Limerick
- Participant in *Academy of International Business* Junior Career Consortium

#### **2012**

- Establishment and management of *Irish Research Council* research funding
- Member of WKE-Whitaker Institute Research Exchange Forum (NUIG)
- Coordination of an international research meeting for members of the project, ‘Multinational Corporations, Subnational Governance and Human Resources’
- Student representative on the Departmental Review for the Department of Personnel & Employment Relations, Kemmy Business School

#### **2011**

- Student convener on the organizing committee of the *World Congress of the International Federation of Scholarly Associations of Management (IFSAM)* Conference
- Assisted in the accreditation of the MSc in Work and Organizational Psychology by the *Psychological Society of Ireland (PSI)*
- Attendance and participation in a number of international research meetings in DeMontfort University for the project, ‘Multinational Corporations, Subnational Governance and Human Resources’
- Participation at an international research meeting in HÉC, Montréal for the project, ‘Multinational Corporations, Subnational Governance and Human Resources’

*Dr. Sinéad Monaghan, PhD, MSc, BA (Psych)*

**OTHER**

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Born: Galway, Ireland

Citizenship: Republic of Ireland (Permanent Resident of United States)

Languages: English (native); Gaeilge (fluent)