

TATIANA KOSTOVA

Sonoco International Business Department
Moore School of Business
University of South Carolina
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Education

Ph. D. in Business Administration, University of Minnesota
MS and BS in Economic Cybernetics, Kiev State University

Academic Experience

University of South Carolina, Moore School of Business:
Buck Mickel Chair in International Business (since 2008)
Professor of International Business (since 2008)
Associate Professor of International Business (2002-2008)
Assistant Professor of International Business (1996-2002)
Research Director, University of South Carolina CIBER (since 2005)
Ph.D. Program Director, Sonoco International Business Department (since 2005)

University of Economics - Varna, Bulgaria (1981-1991):
Assistant Professor in Management (Junior, Senior, and Chief Assistant Professor)
Associate Director, Graduate School of Management (1989-1991)

University of California Los Angeles, John Anderson Graduate School of Management (1988-1989):
Fulbright Scholar

University of Delaware (1991-1992):
Graduate School Fellow

University of Minnesota (1992-1996):
Teaching Assistant, Research Assistant, Graduate School Fellow

Affiliated Researcher, Skolkovo Institute on Emerging Market Studies, Russia (since 2009)

Teaching International Management at the graduate level in MIBS, IMBA, MBA, PMBA, and EIMBA programs, Moore School of Business, University of South Carolina

Teaching International Management seminar, Faculty Development in International Business Program, Daniel Management Center, Moore School of Business, University of South Carolina (annually since 1997)

Teaching in executive education programs, Daniel Management Center, Moore School of Business, University of South Carolina

Visiting Professor, Chinese University of Hong Kong, Hong Kong (Summers, 2005 - 2011)

Visiting Professor, Vienna University of Economics and Business Administration, Vienna, Austria (1998 - 2007)

Adjunct Professor, Executive MBA program, Emory University, Atlanta, Georgia (2001-2004)

Honors, Awards, and Research Grants

Fellow, Academy of International Business (since 2011)
Buck Mickel Chair Professor in International Business (since 2008)
Outstanding Core Professor, Executive International MBA, Moore School of Business, 2009
Alfred G. Smith Teaching Award, Moore School of Business, 2008
Outstanding Professional MBA Professor (Electives), Moore School of Business, 2008

2007 Recognition, “Rising Star” in Economics & Business (research impact - highly cited papers and highest increase in citations of work); <http://www.incites.com/scientists/TatianaKostova.html>

Moore Research Fellow, University of South Carolina (2005-2008)

Research Fellow, Business Partnership Foundation, University of South Carolina (2001-2005)

Finalist, 2004 *Academy of Management Review* Best Paper, “Social capital in multinational corporations and a micro-macro model of its formation” (with K. Roth)

Riegel & Emory Fellowship Award, University of South Carolina (1998-2001)

Richard N. Farmer Best Dissertation Award, Academy of International Business (1997)

Barry M. Richman Best Dissertation Award, International Management Division of the Academy of Management (1997)

Carnegie Bosch Institute Research Grant (1998-2000) and (1996-1997)

CIBER Research Grants (1996-2007)

USC Provost Teaching Innovation Grant (1998-1999)

University of Minnesota (1992-1996):

- Graduate School Fellowship
- Graduate School Dissertation Fellowship
- Carlson School of Management Dissertation Fellowship

University of Delaware (1991-1992)

- Graduate School Fellowship

Fulbright Scholar, University of California Los Angeles, John Anderson Graduate School of Management (1988-1989) (as a Bulgarian citizen)

Journal Publications

- Roth, K., Kostova, T. & Dakhli, M. 2011. Exploring Cultural Misfit: Causes and Consequences. *International Business Review*, 20: 15-26.
- Kostova, T., Roth, K. & Dacin, T. 2009. Theorizing on MNCs: A promise for institutional theory. *Academy of Management Review*, 34 (1): 171-173.
- Kostova, T., Roth, K. & Dacin, T. 2008. Institutional theory in the study of MNCs: A critique and new directions. *Academy of Management Review*, 33 (4): 994-1007.
- Vora, D., Kostova, T. & Roth, K. 2007. Roles of subsidiary managers in multinational corporations: The effect of dual organizational identification. *Management International Review*, 47(4): 595-620.
- Joardar, A., Kostova, T. & Ravlin, L. 2007. Acceptance of a foreign newcomer into a workgroup. *Journal of International Management*, 13(4): 513-537.
- Vora, D. & Kostova, T. 2007. A model of dual organizational identification in the context of the multinational enterprise. *Journal of Organizational Behavior*, 28(3): 327-350.
- Roth, K. & Kostova, T. 2003. The use of the multinational corporation as a research context. *Journal of Management*, 9(6): 883-90.
- Roth, K. & Kostova, T. 2003. Organizational coping with institutional upheaval in transition economies. *Journal of World Business*, 38:314-330.
- Kostova, T. & Roth, K. 2003. Social capital in multinational corporations and a micro-macro model of its formation. *Academy of Management Review*, 28: 297-317.
- Reprinted (Forthcoming) in Koput, K. & Broschak, J. (Eds.), *Social Capital in Business*, Edward Elgar Publishing Ltd, UK.
- Pierce, J., Kostova, T. & Dirks, K. 2003. The state of psychological ownership: Integrating and extending a century of research. *Review of General Psychology*, 7: 84-107.

- Kostova, T. & Roth, K. 2002. Adoption of an organizational practice by the subsidiaries of the MNC: Institutional and relational effects. *Academy of Management Journal*, 45: 215-233.
- Pierce, J., Kostova, T. & Dirks, K. 2001. Towards a theory of psychological ownership in organizations. *Academy of Management Review*, 26: 298-310.
- Van Dyne, L., VandeWalle, D., Kostova, T. & Latham, M. 2000. Collectivism, propensity to trust, and self-esteem as predictors of organizational citizenship behavior in a non-work setting. *Journal of Organizational Behavior*, 31: 3-23.
- Kostova, T. 1999. Transnational transfer of strategic organizational practices: A contextual perspective. *Academy of Management Review*, 24: 308-324.
- Kostova, T. & Zaheer, S. 1999. Organizational legitimacy under conditions of complexity: The case of the multinational enterprise. *Academy of Management Review*, 24: 64-81.
- VandeWalle, D., Van Dyne, L. & Kostova, T. 1995. Psychological ownership: An empirical examination of its consequences. *Group and Organization Management*, 20: 210-226.

Other Refereed Publications

- Kostova, T. & Tenev, S. 2010. Varieties of capitalism and the impact of the global economic crisis on international business. Proceedings, *International Conference "Global Crisis and Economic Development"*, University of Economics, Varna, Bulgaria.
- Kostova, T. 2004. Limitations of the culture perspective in teaching international management: The case of transition economies. In N. Boyacigiller, R. Goodman, & M. Phillips (Eds.), *Crossing cultures: Insights from master teachers*. London: Routledge. Pp. 185-200.
- Kostova, T., Athanassiou, N. & Berdrow, I. 2003. Managing knowledge in global organizations. In H. Lane, M. Maznevski, J. DiStefano, & J. McNett (Eds.), *Handbook of global management: A guide to managing complexity*. Blackwell Publishing. Pp: 275-288.
- Kostova, T., Roth, K. & McEvily, B. 2000. Relational capital and knowledge sharing in the global firm. *Research Paper Series*, Carnegie Bosch Institute, Carnegie Mellon University.
- Kostova, T. 1998. Quality of inter-unit relationships in MNEs as a source of competitive advantage. In Hitt, M., Ricart, J. & Nixon, R. (Eds.), *New managerial mindsets: Organizational transformation and strategy implementation*. John Wiley & Sons, Ltd., Chichester, West Sussex, England.
- Kostova, T. 1998. Success of the transnational transfer of organizational practices within multinational companies. *Research Paper Series* No. 98-4, Carnegie Bosch Institute, Carnegie Mellon University.
- Kostova, T. 1992. Organizational innovations in Bulgaria. In Schwartz, R. (Ed.), *Managing Organizational Transitions in a Global Economy*. Monograph and Research Series, Vol. 57, Institute of Industrial Relations, UCLA.

Conference Proceedings & Presentations (only last 5 years listed)

- Kostova, T. A theory building perspective, PDW "The liability of foreignness of international studies: Publishing in premier management journals", *Academy of Management Annual Meeting*, August 6-11, 2010, Montreal, Canada.
- Kostova, T. MNCs as institutional change agents, Symposium "Actors and agency: MNE innovation and change in diverse institutional settings", *Academy of Management Annual Meeting*, August 6-11, 2010, Montreal, Canada.
- Kostova, T. How distance affects the behavior and performance of multinational companies (All academy Symposium, Finalist for AOM Emerald Best International Symposium Award). *Academy of Management Annual Meeting*, August 6-11, 2010, Montreal, Canada.

- Kostova, T. Institutional distance in international business research. *AIB Frontiers Conference*, December, 2009. Charleston, SC.
- Kostova, T. Invited panelist, Panel “Emerging markets: A management perspective”. *The second IB conference at Reading “Do new and emerging trends in IB require new theoretical and conceptual approaches?”*, March 30-31, 2009, University of Reading, UK.
- Kostova, T. & Roth, K. Knowledge exchange between global R&D teams: The role of social capital. *Strategic Management Society Annual Meeting*, October 2006, Vienna, Austria.
- Vora, D., Kostova, T. & Roth, K. An empirical test of the antecedents of dual organizational identification in the context of subsidiary managers in MNCs. *Academy of International Business Annual Meeting*, June 2006, Beijing, China.
- Kostova, T. Comparative approaches in teaching international management / Internationalizing the curriculum. Part of a Professional Development Workshop, *Academy of Management Annual Meeting*, August 2005, Honolulu, Hawaii.
- Vora, D., Kostova, T. & Roth K. 2005. Antecedents of dual organizational identification among MNC subsidiary managers: An empirical test. *In Best Paper Proceedings of the Academy of Management Annual Meeting*:U1-U6.
- Vora, D., Kostova, T. & Roth K. Antecedents of dual organizational identification among MNC subsidiary managers: An empirical test. *Academy of Management Annual Meeting*, August 2005, Honolulu, Hawaii.
- Vora, D., Kostova, T. & Roth K. The effects of dual organizational identification on MNC subsidiary managers. *Academy of International Business Annual Meeting*, July 2005, Québec City, Canada.
- Krasnikov, A. & Kostova, T. Liability or Asset of Foreignness: The Evidence from Transition Economies. *Academy of International Business Annual Meeting*, July 2005, Québec City, Canada.

Invited Presentations

- Kostova, T. Towards an Institutional Model of the Multinational Enterprise. Research workshop, Erasmus University, The Netherlands, March 9-11, 2011.
- Kostova, T. Varieties of capitalism, the economic crisis, and global competitiveness. Keynote presentation at *Lang Mekra North America Global Supplier Day*, October 26, 2010.
- Kostova, T. Varieties of capitalism and the global economic crisis. *USC Alumni Meeting*, June 25, 2010, Rio de Janeiro, Brazil.
- Kostova, T. Institution building in transition countries: Role of business schools and universities. Presentation to a delegation of Iraqi academics visiting USA, May, 2010, University of South Carolina.
- Kostova, T. & Tenev, S. Varieties of capitalism and the impact of the global economic crisis on international business. Keynote Presentation, May 12-14, 2010, *International Conference “Global Crisis and Economic Development”*, University of Economics, Varna, Bulgaria.
- Kostova, T. Global competitiveness in the new business environment. Keynote speaker, *Moore School of Business Parents’ Weekend*, October, 2009, Columbia, SC.
- Kostova, T. Institutional theory and international management research: Critique and new directions, *Baruch College*, September, 2009. New York.
- Kostova, T. International business in tough times, *ANPAD (Brazilian Academy of Management) annual meeting*, September, 2009, Sao Paulo, Brazil.
- Kostova, T. High impact research in MNCs: An example with institutional theory, *Chinese University of Hong Kong*, July 2009, Hong Kong, China.

- Kostova, T. Conducting high impact research in MNCs: An example with institutional theory, *Ohio State University*, March 2009, Columbus, OH.
- Kostova, T. Global business trends and firm competitiveness. Seminar for the business executives in Hong Kong, China. *Chinese University of Hong Kong*, July 2008, Hong Kong, China.
- Kostova, T. Institutional theory and the study of MNCs, *Vienna University of Economics and Business Administration*, Vienna, Austria, February 2008.
- Kostova, T. Keynote speaker, *IMBA Fellowship Program, Moore School of Business, University of South Carolina*, February 2008, Columbia, South Carolina.
- Kostova, T. Utilizing the MNC context for high impact IB research: An analysis and an example with institutional theory, *Helsinki School of Economics*, December 2007, Helsinki, Finland.
- Kostova, T. Management implications of the recent developments in the global business environment, *Foro De Negocios Guadalajara 2007*, EGADE, Tecnológico de Monterrey, November 2007, Guadalajara, Mexico.
- Kostova, T. Keynote speaker, *IMBA Fellowship Program, Moore School of Business, University of South Carolina*, February 2007, Columbia, South Carolina.
- Kostova, T. Utilizing the MNC context for high impact IB research: An analysis and an example with institutional theory, *Simon Fraser University*, October 2006, Vancouver, Canada.
- Kostova, T. Cultural challenges in international business, Keynote speaker, *Global Suppliers Day, Lang-Mekra*, North America, October 2006, Ridgeway, South Carolina.
- Kostova, T. Speaker, *IMBA showcase, Moore School of Business, University of South Carolina*, March 2006, Columbia, South Carolina.
- Kostova, T. The globalization process: Recent trends and implications for multinational corporations. Keynote speaker, *IMBA Fellowship Program, Moore School of Business, University of South Carolina*, February 2006, Columbia, South Carolina.
- Kostova, T. Doing high-impact research in international management. Invited speaker at the Northern Ph.D. Association, *European Academy of International Business Annual Meeting*, December 2005, Oslo, Norway.
- Kostova, T. Utilizing MNCs as research context: An organization theory perspective. Keynote speaker at a research conference, *Florida Atlantic University*, November 2005, Boca Raton, Florida.
- Kostova, T. Speaker at the *IMBA showcase, Moore School of Business, University of South Carolina*, October 2005, Columbia, South Carolina.
- Kostova, T. & Roth, K. Social capital and knowledge sharing in global R&D teams. *Carnegie Bosch Institute Research Conference*, September 2005, Stuttgart, Germany.
- Kostova, T. The Globalization process: Recent trends and implications for multinational corporations. Keynote speaker at the *IMBA Fellowship Program, Moore School of Business, University of South Carolina*, February 2005, Columbia, South Carolina.
- Kostova, T. The Globalization process: Recent trends and implications for multinational corporations. Keynote speaker at the *IMBA Fellowship Program, Moore School of Business, University of South Carolina*, February 2004, Columbia, South Carolina.
- Kostova, T. 2003. Recent trends in the global economy and implications for multinational corporations. Seminar for the China Executive MBA classes and business managers from Guangzhou, China. *School of Business, Zhongshan University*, December 2003, Guangzhou, China.
- Kostova, T. Investing in Central and Eastern Europe: Background, opportunities, and risks. Presented at the *University of Maryland University College Central and Eastern Europe Seminar*

on “EU enlargement: Opportunities for American companies in Central and Eastern Europe,” November 2003, College Park, Maryland.

Kostova, T. The globalization process: Recent trends and implications for multinational corporations. Presented at the *Moore School of Business Miami Area Alumni Global Program*, November 2003, Miami, Florida.

Kostova, T. External and internal sources of competitive advantage of multinational corporations. Presented at a *Research Seminar, IESE*, May 2003, Barcelona, Spain,

Kostova, T. Institutional environments and social capital: Conceptualization and effects in the context of multinational organizations. Presented at an *International Business Research Seminar, George Washington University*, December 2002, Washington D.C.

Kostova, T. Social capital and knowledge sharing in the MNE: Lessons from three global companies. Invited presentation at the *University of South Carolina Global Business Forum*, November 1999, Columbia, South Carolina.

Kostova, T. Limitations of the culture perspective in teaching international management: The Case of Transitional Economies. Invited paper presented at the *Masters Teachers Workshop in Cross-Cultural Management, UCLA*, June 1999, Los Angeles, California.

Professional Service

Editorial Boards

Consulting Editor, *Journal of International Business Studies* (since July 1, 2010)

Department Editor, Organization and Management, *Journal of International Business Studies* (2006-2007)

Special Departmental Editor, *Journal of International Business Studies* (2003)

Editorial Board, *Academy of Management Review* (since 2008)

Editorial Board, *Academy of Management Journal* (2007-2010)

Editorial Board, *Journal of International Business Studies* (since 1998)

Editorial Board, *Journal of World Business* (since 1999)

Editorial Board, *Multinational Business Review* (since 2001)

Editorial Board, *Journal of Asia-Pacific Business* (since 2005)

Editorial Board, *Journal of Management Studies* (since 2005)

Editorial Board, *Journal Izvestija*, University of Economics, Varna, Bulgaria (since 2009)

Reviewing

Reviewer, *Academy of Management Journal*

Reviewer, *Academy of Management Review*

Reviewer, *Administrative Science Quarterly*

Reviewer, *Strategic Management Journal*

Reviewer, *Journal of International Business Studies*

Reviewer, *Organization Science*

Reviewer, *Organization Studies*

Reviewer, *Journal of Organizational Behavior*

Reviewer, *Journal of International Management*

Reviewer, *Journal of Management Inquiry*

Reviewer, *Journal of Management Studies*

Reviewer, *Sage Publications*

Reviewer, *Research Grants Council*, Hong Kong Government

Reviewer, annual meetings of the *Academy of Management*, International Management Division

Reviewer, annual meetings of the *Academy of Management*, Managerial and Organizational Cognition Division

Reviewer, annual meetings of the *Academy of International Business*

Academy of Management

Executive Committee, International Management Division, *Academy of Management* (2005-2010: five-year commitment).

Division Past Chair, International Management Division, *Academy of Management*, 2009-2010.

Division Chair, International Management Division, *Academy of Management*, 2008-2009.

Chair-Elect, International Management Division, *Academy of Management*, 2007-2008.

Faculty Panelist, Junior Faculty Consortium, International Management Division, *Academy of Management Annual Meeting*, August 6-11, 2010, Montreal, Canada.

Facilitator Roundtable Paper Session “Social capital, networks, and innovation in international business. *Academy of Management Annual Meeting*, August 6-11, 2010, Montreal, Canada.

Program Chair, International Management Division, *Academy of Management Annual Meeting*, August 2007, Philadelphia, Pennsylvania.

PDW Chair, International Management Division, *Academy of Management Annual Meeting*, August 2006, Atlanta, Georgia.

PDW Chair-Elect, International Management Division, *Academy of Management Annual Meeting*, August 2005, Honolulu, Hawaii.

Chair, International Management Division Paper Development Workshop, *Academy of Management Annual Meeting*, August 2005, Honolulu, Hawaii.

Discussant, Session “Expatriates and knowledge flows in MNCs”, *Academy of Management Annual Meeting*, August 2005, Honolulu, Hawaii.

Co-Chair, International Management Division Doctoral Student Consortium, *Academy of Management Annual Meeting*, August 2004, New Orleans, Louisiana.

Chair, International Management Division Doctoral Student Consortium, *Academy of Management Annual Meeting*, August 2003, Seattle, Washington.

Discussant, Session “Reach out: The role of social capital”, *Academy of Management Annual Meeting*, August 2003, Seattle, Washington.

Organizer, PDW “IM & RM: Workshop on hierarchical linear modeling”, *Academy of Management Annual Meeting*, August 1999, Chicago, Illinois.

Co-Chair, Symposium “Social capital and knowledge transfer in the multinational enterprise”, *Academy of Management Annual Meeting*, August 1999, Chicago, Illinois.

Discussant, Session “Conflict and negotiation management in multi-cultural firms”, *Academy of Management Annual Meeting*, August 1999, Chicago, Illinois.

Member, *Academy of Management* (since 1992)

Academy of International Business

Program Chair, *Academy of International Business Annual Meeting*, June 25-29, 2010, Rio de Janeiro, Brazil.

Vice President, Programs, *Academy of International Business*, 2008-2010.

Organizing Committee, *AIB Frontiers Conference*, December, 2009. Charleston, SC.

Chair, Paper Development Workshop, *ANPAD (Brazilian Academy of Management) annual meeting*, September, 2009, Sao Paulo, Brazil (co-chaired with L. Eden)

Chair, Doctoral Student Consortium, *Academy of International Business Annual Meeting*, June 2009, San Diego, CA.

Chair, Fourth AIB/JIBS Paper Development Workshop, *Academy of International Business Annual Meeting*, June 2007, Indianapolis, Indiana.

Chair, Third AIB/JIBS Paper Development Workshop, *Academy of International Business Annual Meeting*, June 2006, Beijing, China.

Chair, Second AIB/JIBS Paper Development Workshop, *Academy of International Business Annual Meeting*, July 2005, Québec City, Canada.

Presenter, Junior Faculty Consortium and Doctoral Student Consortium, *Academy of International Business Annual Meeting*, July 2005, Québec City, Canada.

Chair, Inaugural AIB/JIBS Paper Development Workshop, *Academy of International Business Annual Meeting*, July 2004, Stockholm, Sweden.

Coordinator of the Paper Development Workshops of *Journal of International Business Studies* held at the annual meetings of Academy of International Business (since 2004)

Chair, Symposium “Central and Eastern Europe: Opportunities and challenges of EU accession”. *Academy of International Business Annual Meeting*, July 2004, Stockholm, Sweden.

Track Chair, *Academy of International Business Annual Meeting*, July, 2003 Monterey, CA.

Chair, Junior Faculty Consortium, *Academy of International Business Annual Meeting*, July, 2003, Monterey, CA.

Discussant, Panel “Corporate governance from a comparative perspective”, *Academy of International Business Annual Meeting*, July 2003, Monterey, CA.

Discussant, Panel “The liability and benefit of foreignness”, *Academy of International Business Annual Meeting*, July 2003, Monterey, CA.

Chair, Session “Survival, innovation, and competitiveness through exploration of social context”, *Academy of International Business Annual Meeting*, July 2003, Monterey, CA.

Discussant, Workshop, “Internationalization and market reform in transition economies”, *Academy of International Business Annual Meeting*, July 2002, San Juan, Puerto Rico.

Chair, Session, “Corporate governance: Comparative and cross-border perspective”, *Academy of International Business Annual Meeting*, July 2002, San Juan, Puerto Rico.

Discussant, Session “National and organizational culture”, *Academy of International Business Annual Meeting*, November 2001, Sydney, Australia.

Discussant, Panel “JIBS Decade Award”, *Academy of International Business Annual Meeting*, November 2001, Sydney, Australia.

Discussant, Workshop “Current issues in international OB/HRM”, *Academy of International Business Annual Meeting*, November 1999, Charleston, South Carolina.

Co-Chair, Panel “Locational Factors and the transformation of global value-added: A discussion and debate”, *Academy of International Business Annual Meeting*, October 1998, Vienna, Austria.

Faculty Leader, Doctoral Consortium, *Academy of International Business Annual Meeting*, October 1998, Vienna, Austria.

Other Professional Affiliations

Strategic Management Society:

Member, *Strategic Management Society*

ION (International Organization Network):

Founding Member, *ION* (group for cross-cultural studies)

Chair, Host, and Organizer, *ION (International Organization Network) Annual Meeting*, February 2006, Charleston, South Carolina (sponsored by USC CIBER).

Chair, Host, and Organizer, *ION (International Organization Network) international conference "Bridging Academic Research and Global Business Practice"* (sponsored by USC CIBER), August 2002, Charleston, South Carolina.

University of South Carolina (last 5 years listed)

Chair, Graduate Programs Faculty Committee (since 2008) (appointed)

Member, College Tenure and Promotion Committee (since 2008) (elected)

Member, Global Awareness and Multicultural Understanding Taskforce, General Education Committee, USC (2007).

Member, Strategic Planning Committee, Moore School of Business, USC (2006-2007).

Chair, Research and Ph.D. Education task force, Strategic Planning Committee, Moore School of Business, USC (2006-2007).

Instructor, International Management seminar, *Faculty Development in International Business Program*, Moore School of Business, USC (annually since 1997).

Organizer and Co-Director, *First Faculty Development in International Business Program, Central and Eastern Europe*, Moore School of Business, USC, May 2003.

Ph.D. Executive Committee, Moore School of Business, USC (since 2005).

PMBA/EIMBA Executive Committee, Moore School of Business, USC (2002-2008).

IB Undergraduate Committee, Moore School of Business, USC (since 2006).

Fulbright Evaluation Committee, USC (2004-2006).

Doctoral Student Supervision, University of South Carolina (only chairing listed)

Chair, Dissertation Committee, Kurt Norder (working on proposal)

Chair, Dissertation Committee, Chei Hwee Chua (proposal defended, working on dissertation)

Chair, Dissertation Committee, Arpita Joardar, "Group acceptance of foreign newcomer: A liability of foreignness perspective" (defended 2005).

Chair, Dissertation Committee, Sigrid Westphal, "Violations of status-relevant communication expectancies and the effectiveness of cross-cultural teams" (defended 2004).

Chair, Dissertation Committee, Davina Vora, "Dual organizational identification: The case of subsidiary managers in multinational corporations" (defended 2003).

Other Student Research Supervision

External Member, Doctoral Dissertation Committee, Marc van Essen, "An Institution-Based View of Ownership", Rotterdam School of Management, Erasmus University, March 2011, Rotterdam, Netherlands.

Pre-examiner, Doctoral dissertation, Tiina Ritvala, "Actors and institutions in the emergence of a new field: A study of cholesterol-lowering functional foods markets", Helsinki School of Economics, December 2007, Helsinki, Finland.

First opponent, Dissertation defense, John Erland Bonde Lervik, "Managing matters: Transferring organizational practices within multinational companies", Norwegian School of Management, December 2005, Oslo, Norway.

Member, Dissertation Committee, Daniel Rottig, “Institutional effects on international acquisition performance and the strategic value of external and internal social capital”, Florida Atlantic University (2008).