

TATIANA KOSTOVA, PH.D.
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, 1996
MS and BS in Economic Cybernetics, Kiev State University, Ukraine, 1977

Academic Experience

University of South Carolina, Moore School of Business:
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 Faculty Coordinator, 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 Professor

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

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

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 (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 (Summer 2005, Summer 2006, Summer 2007, Summer 2008)

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

Honors, Awards, and Research Grants

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 (since 2005)

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)
Carnegie Bosch Institute Research Grant (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 Research Fellow, University of California Los Angeles, John Anderson Graduate School of Management (1988-1989)

Journal Publications

- Kostova, T., Roth, K. & Dacin, T. *Forthcoming* 2008. Theorizing on MNCs: A promise for institutional theory. *Academy of Management Review*.
- Kostova, T., Roth, K. & Dacin, T. *Forthcoming* 2008. Institutional theory in the study of MNCs: A critique and new directions. *Academy of Management Review*. Currently posted at: http://journals.aomonline.org/inpress/main.asp?action=preview&art_id=261&p_id=4&p_short=AMR
- 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.
- 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. 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

- 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.
- Joardar, A. & Kostova, T. Group acceptance of foreign newcomer: A liability of foreignness perspective. *Academy of Management Annual Meeting*, August 2004, New Orleans, Louisiana.
- Kostova, T. Shifting sources of competitive advantage in a post-EU expansion Central and Eastern Europe. Part of a panel proposal “Central and Eastern Europe: Opportunities and challenges of EU accession”, Symposium, *Academy of International Business Annual Meeting*, July 2004, Stockholm, Sweden.
- Joardar, A. & Kostova, T. Examination of group acceptance of expatriates by local workgroups using liability of foreignness framework. *Academy of International Business Annual Meeting*, July 2004, Stockholm, Sweden.
- Kostova, T. Panel member, Teaching international management through case studies: What they do and why they work. Pre-conference workshop, *Academy of Management Annual Meeting*, August 2003, Seattle, Washington.
- Roth, K. & Kostova, T. Correcting for institutional imperfection by Central and Eastern European firms. *Gorbachev Foundation Conference on Corporate Governance and Investment in Transitioning Economies*. March 2003, Northeastern University, Boston, Massachusetts.
- Kostova, T. The use of the multinational corporation as a research context. *First Annual Conference on Emerging Research Frontiers in International Business Studies*, March 2003, Duke University.
- Kostova, T. & Roth, K. Building effective networks in multinationals: A micro-macro model of social capital formation. *Academy of Management Annual Meeting*, August 2002, Denver, Colorado.
- Roth, K. & Kostova, T. Organizational coping with institutional upheaval: The case of transition economies in Central and Eastern Europe. *Academy of Management Annual Meeting*, August 2002, Denver, Colorado.
- Vora, D. & Kostova, T. Dual organizational identification among subsidiary managers in multinational corporations. *Academy of Management Annual Meeting*, August 2002, Denver, Colorado.
- Roth, K. & Kostova, T. Organizational coping with institutional upheaval: The case of transition economies in Central and Eastern Europe. *Academy of International Business Annual Meeting*, June 2002, San Juan, Puerto Rico.
- Birkinshaw, J. & Kostova, T. Managing strategic initiatives in MNCs (The ION Project on International Organizing and Managing). *Academy of International Business Annual Meeting*, June 2002, San Juan, Puerto Rico.

- Kostova, T. Limitations of the culture perspective in explaining country differences in international management. *Academy of International Business Annual Meeting*, November 2001, Sydney, Australia.
- Kostova, T. & Roth, K. Adoption of an organizational practice by the subsidiaries of the MNC: Institutional and relational effects. *Academy of Management Annual Meeting*, August 2001, Washington, D.C.
- Kostova, T. Assessing Country institutional profiles and their impact on organizations. Symposium, *Annual Meeting of the Academy of Management*, August 2001, Washington, D.C.
- Kostova, T. & Vora, D. The effects of corporate reputation and identity on subsidiary manager psychological attachment with the MNC. *Fifth Global Conference on Corporate Reputation, Identity and Competitiveness*, May 16-19, 2001, Paris, France.
- Kostova, T. Institutional environments and the management of MNEs. *Institutions, Conflict, and Change Research Workshop*, December 2000, Northwestern University, Chicago, Illinois.
- Kostova, T. The MNE as a context for institutional theory development. *Institutions, Conflict, and Change Research Workshop*, December 2000. Northwestern University, Chicago, Illinois.
- Kostova, T. The culture of transition: An approach and characteristics. Part of a showcase symposium, "Heralding a New Time: Transition Issues in Central and Eastern Europe". *Academy of Management Annual Meeting*, August, 2000, Toronto, Canada.
- Kostova, T. Institutional profiles: A new approach to conceptualizing and measuring country effects. *Academy of Management Annual Meeting*, August, 2000, Toronto, Canada.
- Pierce, J. & Kostova, T. Towards a theory of psychological ownership in organization. *Academy of Management Annual Meeting*, August 2000, Toronto, Canada.
- Kostova, T. & Roth, K. Formation of relational capital in the foreign subunit of the multinational enterprise. *Academy of International Business Annual Meeting*, November 1999, Charleston, South Carolina.
- Kostova, T., Roth, K. & McEvily, B. Relational capital and knowledge sharing in the global firm. Invited paper presented at the *Fourth International Research Conference of the Carnegie Bosch Institute*, October 1999, San Francisco, California.
- Kostova, T., Roth, K. & McEvily, B. Determinants of organizational relational capital: The case of the MNE subunit. *Academy of Management Annual Meeting*, August 1999, Chicago, Illinois.
- Kostova, T. & Roth, K. Building relational capital in the global firm: Implications for human resource management. *Management of Human Resources Conference*, November 1998, Waikiki, Hawaii.
- Kostova, T. Individual factors of overcoming "stickiness" in transferring of best practices across borders. *Academy of International Business Annual Meeting*, October 1998, Vienna, Austria.
- Kostova, T. Locational effects: An institutional perspective. *Academy of International Business Annual Meeting*, October 1998, Vienna, Austria.
- Kostova, T. Success of the transnational transfer of organizational practices within multinational companies. Invited paper presented at the *Carnegie Bosch Institute's Third International Research Conference "Knowledge in International Corporations"*, November 1997, Rome, Italy.
- Kostova, T. & Roth, K. The quality of inter-unit relationships in MNEs as a source of competitive advantage. *Strategic Management Society Annual Meeting*, October 1997, Barcelona, Spain.

- Kostova, T. Success of the transnational transfer of organizational practices within multinational companies. Dissertation presented at the Dissertation Competition Finalists Session at the *Academy of International Business Annual Meeting*, October 1997, Monterey, Mexico.
- Kostova, T. 1997. Country institutional profiles: Concept and measurement. In *Best Paper Proceedings of the Academy of Management Annual Meeting*: 180-184.
- Kostova, T. Country institutional profiles: Concept and measurement. *Academy of Management Annual Meeting*, August 1997, Boston, Massachusetts.
- Kostova, T. & Cummings, L. Success of the transnational transfer of organizational practices within multinational companies. *Twelfth European Group Organization Studies Colloquium*, July 1995, Istanbul, Turkey.
- Kostova, T. & Zaheer, S. Legitimacy and the multinational enterprise. *Academy of Management Annual Meeting*, August 1995, Vancouver, Canada.
- Van Dyne, L., VandeWalle, D., Kostova, T. & Cummings, L. Individual differences and discretionary behavior: Mediated effects in a cooperative setting. *Academy of Management Annual Meeting*, August 1994, Dallas, Texas.

Invited Presentations

- 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

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 Journal* (since 2007)

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

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)

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* (2005-2009: five-year commitment leading to Division Chair).

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

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

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

Vice President, Programs, *Academy of International Business*, 2008-2010. Responsible for the program at the 2010 annual meeting in Rio de Janeiro, Brazil.

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, Monterrey, 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 (Selected Service)

Member, Global Awareness and Multicultural Understanding Taskforce, General Education Committee, University of South Carolina (2007).

Member, Strategic Planning Committee, Moore School of Business, University of South Carolina (2006-2007).

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

Instructor, International Management seminar, *Faculty Development in International Business Program*, Moore School of Business, University of South Carolina (annually 1997-2007).

Co-Director, *Second Faculty Development in International Business Program, Central and Eastern Europe*, Moore School of Business, University of South Carolina, May 2004.

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

Ph.D. Executive Committee, Moore School of Business, University of South Carolina (since 2005).

PMBA/EIMBA Executive Committee, Moore School of Business, University of South Carolina (since 2002).

IB Undergraduate Committee, Moore School of Business, University of South Carolina (since 2006).

New undergraduate in International Business development committee, Moore School of Business, University of South Carolina (2002-2004).

New graduate Multinational Corporation concentration development committee, Moore School of Business, University of South Carolina (2002).

New Executive IMBA Program development committee, with Monterrey Tech at Guadalajara, Mexico (2002-2004).

Darla Moore Fellows Selection Committee, Moore School of Business, University of South Carolina (since 2002).

Faculty Advisory Council, Moore School of Business, University of South Carolina (2002-2004)

Computing Resources Committee, Moore School of Business, University of South Carolina (2002-2004).

Library Committee, Moore School of Business, University of South Carolina (2001-2003)

Fulbright Evaluation Committee, University of South Carolina (2004-2006).

Travel & Tourism Sloan Foundation Research Center development committee, University of South Carolina (2002).

Doctoral Student Supervision, University of South Carolina

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

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

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

Member, Dissertation Committee, Gundula Luecke, “Development of biculturalism in cross-cultural managers in multinational corporations: A cultural participation approach“ (expected 2008).

Member, Dissertation Committee, Alexander Krasnikov, “The impact of customer relationship management on cost and profit efficiencies: Evidence from US commercial banking industry” (2007).

Member, Dissertation Committee, Ahmet Kirca, “Institutionalization of market orientation in the subsidiaries of multinational corporations” (2004).

Member, Dissertation Committee, James Nebus, “Learning by networking: Knowledge search and sharing in the MNE” (2004).

Member, Dissertation Committee, Mourad Dakhli, “Structural Holes and Strong Ties in Organizations: A Cross-Cultural Perspective” (2002).

Member, Dissertation Committee, Thomas Gainey, “Determinants of satisfaction with external training providers: An integration of transaction cost economics and social exchange theory” (2000).

Member, Dissertation Committee, Timothy Blumentritt, "An examination of foreign subsidiary government affairs activities: Effects of subsidiary and host-country characteristics" (1999).

Other Student Research Supervision

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 (expected 2008).

Director, Masters Thesis, Erich Rifenburg, IMBA, Moore School of Business, University of South Carolina (2002).

Director, Masters Thesis, Tie Zheng, IMBA, Moore School of Business, University of South Carolina (2002).

Director, Masters Thesis, Richard De Vos, IMBA, Moore School of Business, University of South Carolina (2002).

Director, Senior Thesis, Jose Nilton Oliveira, South Carolina Honors College, University of South Carolina (2006).

Chair, Ph.D. Advisory Committee, Chei Hwee Chua, Sonoco International Business Department, Moore School of Business, University of South Carolina (2005-2007).

Chair, Ph.D. Advisory Committee, Arpita Joardar, Sonoco International Business Department, Moore School of Business, University of South Carolina (2002-2004).