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Academic Positions

- Associate Professor, University of South Carolina, Moore School of Business, 2008-Present.
- Assistant Professor, University of South Carolina, Moore School of Business, 2005 – 2008.
- Assistant Professor, University of California, Riverside, A. Gary Anderson Graduate School of Management, 1998-2005.

Education

- The Wharton School, University of Pennsylvania, 1998, Ph.D. in Management.
- Yale University, B.A., 1990, Soviet and East European Studies, *Summa Cum Laude*.

Journal Publications

- Earle, John S., Andrew Spicer, and Klara Sabirianova Peter. “The Normalization of Deviant Organizational Practices: The Growth of Wage Arrears in Russia, 1992-1998,” Conditional Acceptance, 2008, *Academy of Management Journal*.
- Bailey, Wendy and Spicer, Andrew. 2007. “When Does National Identity Matter?: Convergence and Divergence in International Business Ethics,” *Academy of Management Journal*, 50(6), 1462-1480.
- Proffitt, W. Trexler, and Andrew Spicer. 2006. “Shaping the Shareholder Activism Agenda: Institutional Investors and Global Social Issues,” *Strategic Organization*, 42: 165-190.
 - Reprinted in Thomas Clark and Marie dela Rama (eds.). 2007. *Fundamentals of Corporate Governance*. Sage Publications, London.
 - Condensed version published in Best Paper Proceedings, Social Issues in Management Division, Academy of Management Annual Meeting, 2005.

- Spicer, Andrew, Thomas Dunfee, and Wendy Bailey. 2004. "Does National Context Matter in Ethical Decision Making? An Empirical Test of Integrative Social Contracts Theory," *Academy of Management Journal*, 47: 610-620.
- Spicer, Andrew, and William Pyle. 2002. "Institutions and the Vicious Circle of Distrust in the Russian Household Deposit Market, 1992-1999," *Advances in Strategic Management*, 19: 371-396.
- Spicer, Andrew. 2002. "Revolutionary Change and Organizational Form: The Politics of Investment Fund Organization in Russia, 1992-1997," *Research in the Sociology of Organizations*, 19: 91-124.
- Kogut, Bruce, and Andrew Spicer. 2002. "Capital Market Development and Mass Privatization are Logical Contradictions: Lessons from the Czech Republic and Russia," *Industrial and Corporate Change*, 11: 1-37.
- Spicer, Andrew, Gerald A. McDermott, and Bruce Kogut. 2000. "Entrepreneurship and Privatization in Central Europe: The Tenuous Balance Between Creation and Destruction," *Academy of Management Review*, 25: 630-649.

Additional Publications

- Ault, Joshua. & Spicer, Andrew Spicer. Forthcoming. "Does One Size Fit All in Microfinance?: New Directions for Academic Research." In A. Wuerth & T. Watkins (Eds.), *Moving Beyond Storytelling: Emerging Research in Microfinance*. Amsterdam: Elsevier.
- Kogut, Bruce, and Andrew Spicer. 2005. "Transition Economies" in J. Beckert and M. Zafirovski (Eds.), *International Encyclopedia of Economic Sociology*. Routledge, London.
- Kogut, Bruce, and Andrew Spicer. 2004. "Critical and Alternative Perspectives on International Assistance to Post-Communist Countries: A Review and Analysis," The World Bank, Operations Evaluation Department Background Paper, available at: http://www.worldbank.org/ieg/transitions/economies/docs/literature_review.pdf.
- Pistor, Katharina, and Andrew Spicer. 1997. "Investment Funds in Mass Privatization and Beyond." In I. Lieberman, S. Nestor and R. Desai (eds.), *Between State and Market: Mass Privatization in Transition Economies*. World Bank: Washington.
- Pistor, Katharina, and Andrew Spicer. 1997. "Investment Funds in Mass Privatization: Lessons from Russia and the Czech Republic", *Viewpoint*, Note No. 110, April 1997, The World Bank Group, Private Sector Development Department.

Working Papers

- Spicer, Andrew and Livia Markoczy. “Institutions and Market Signals in Transition Economies: Deceptive Mimicry in Russia’s Post-Communist Banking Industry.”
 - Accepted in best paper proceedings, International Business Division, Academy of Management Annual Meeting, 2007, Philadelphia, PA.
- Joshua Ault and Andrew Spicer, “A Comparative Institutional Perspective on Bottom of the Pyramid Markets: The Global Growth of Commercial Microfinance, 1998-2006”.
- Kogut, Bruce, and Andrew Spicer. “Taking Account of Accountability: Academics, Transition Economics and Russia.”

Book Reviews

- Spicer, Andrew. 2004. “Embedded Politics: Industrial Networks and Institutional Change” by Gerald McDermott, *Administrative Science Quarterly*, 49 (1): 158-160.
- Spicer, Andrew. 2002. “A Fistful of Rubles: The Rise and Fall of the Russian Banking System” by Juliet Johnson, *Russian Review*, 61 (1): 173-174.

Research Presentations and Conferences

- “A Comparative Institutional Perspective on Bottom of the Pyramid Markets: The Global Growth of Microfinance, 1998-2006.” Academy of Management, Anaheim, August, 2008.
- “Institutions, Commercialization, and Development: A Comparative Perspective on the Growth of Microfinance, 1998-2006.” Academy of International Business, Milan, June, 2008.
- “A Comparative Institutional Perspective on Bottom of the Pyramid Markets: The Global Growth of Commercial Microfinance, 1998-2006”, Strategies, Practices, and Institutions Group, Research Seminar, Oxford, England, December, 2007.
- “Empirical Research in Ethical Decision Making,” Doctoral Student Speaker Series, Legal Studies and Business Ethics Department, Wharton School of Business, Philadelphia, PA.
- “Institutional Uncertainty and Market Signals in Transition Economies: Deceptive Mimicry in Russia’s Post-Communist Banking Industry,” Academy of Management Annual Meeting, Philadelphia, August, 2007.

- Discussant, The Cornell-McGill Conference on Institutions and Entrepreneurship, Cornell University, Ithaca, July 2007.
- “Institutional Governance and Market Signals: Deceptive Mimicry in Russia’s Post-Communist Banking Industry.” Transatlantic Business Ethics Conference, Wharton School, University of Pennsylvania, Philadelphia, October 2006.
- “Institutional Contingencies and Market Signals: Deceptive Mimicry in Russia’s Post-Communist Banking Industry.” Sonoco International Business Department Lecture Series, Moore School of Business, University of South Carolina, Columbia, SC, November 2005.
- “When does National Origin Matter in Ethical Decision-making?: An Extension of Integrated Social Contracts Theory,” Academy of Management Annual Meeting, Honolulu, August 2005.
- “Shaping the Shareholder Activism Agenda: Institutional Investors and Global Social Issues,” Academy of Management Annual Meeting, Honolulu, August 2005.
- “The Future of Institutional Theories,” Symposium, “Whither Institutional Theory?,” Academy of Management Annual Meeting, Honolulu, August 2005.
- “When does National Identify Matter in Ethical Decision-Making?: An Empirical Extension of Integrated Social Contracts Theory,” Conference, Contractarian Approaches to Business Ethics: The Evolution of Integrative Social Contracts Theory, Wharton School, University of Pennsylvania, Philadelphia, November 2004.
- “Community Norms and Organizational Practices: The Legitimization of Wage Arrears in Russia, 1992-1999,” Symposium, American Sociological Association Annual Meeting, San Francisco, August 2004.
- “Community Norms and Organizational Practices: The Legitimization of Wage Arrears in Russia, 1992-1999,” Academy of Management Annual Meeting, New Orleans, August 2004.
- “A Topology of the Impossible: The Emergence of Capital Markets in Post-Communist Russia,” Symposium, Academy of Management Annual Meeting, New Orleans, August 2004.
- “Global Models and Local Practice: Dishonest Signals in Russian Banking Industry,” Symposium, Academy of Management Annual Meeting, New Orleans, August 2004.
- “Shaping the Agenda of Shareholder Activism: Institutional Investors and Global Corporate Social Responsibility,” International Workshop on Corporate Social

Responsibility and the Politics of Stakeholder Influence, Bergen, Netherlands, April 2004.

- “Shaping the Agenda of Shareholder Activism: Institutional Investors and Global Corporate Social Responsibility,” Workshop on Corporate Social Responsibility, University of Illinois at Chicago, Chicago, April 2004.
- “The Institutionalization of an Illegitimate Organizational Practice: Wage Arrears in Russia, 1992-1999,” Kellogg School of Management, Institutions, Conflict and Change conference, Evanston, Illinois, September 2003.
- “Does National Context Matter in Ethical Decision Making? An Empirical Test of Integrative Social Contracts Theory,” Academy of Management Annual Meeting, Seattle, August 2003.
- “Does National Context Matter in Ethical Decision Making?: An Empirical Test of Integrative Social Contracts Theory,” 8th Ethics in Accounting Symposium at the American Accounting Association Annual Meeting, Seattle, August 2003. (Winner of Best Paper Award).
- “The Co-Evolution of State and Market: The Emergence of Russian Bank-Led Financial Industrial Groups,” The Santa Fe Institute, Co-Evolution of States and Market workshop, Santa Fe, May 2003.
- “Critical and Alternative Perspectives on International Assistance to Post-Communist Countries: A Review and Analysis,” Claremont McKenna College, The Keck Center for International and Strategic Studies, “Evaluating Success and Failure in Post-communist Reform,” Claremont, California, 2003
- “Institutions and the Vicious Circle of Distrust in the Russian Household Deposit Market, 1992-1999,” Business and Society Program of the Aspen Institute and the William Davidson Institute of the University of Michigan, Globalization and Trust Research Project. Pre-conference: November 2002, Ann Arbor. Conference: March 2002, Aspen.
- “Institutions and the Vicious Circle of Distrust in the Russian Household Deposit Market, 1992-1999,” 2nd Annual Conference, International Business in Transition Economies, Vilnius, Lithuania, September 2002.
- “Ideas, Economists and Economic Policy: Privatization and the Russian ‘Transition’,” The Santa Fe Institute, Co-Evolution of States and Market workshop, Santa Fe, June 2002.
- “Ideas, Economists and Economic Policy: Privatization and the Russian ‘Transition’,” The Center for European Studies, Harvard University, Cambridge, April 2002.

- “Revolutionary Change and Organizational Form: The Politics of Investment Fund Organization in Russia, 1992-1997,” Organization Science Winter Meeting Pre-Conference, Hayden, Colorado, February 2002.
- “Ideas, Economists and Economic Policy: Privatization and the Russian ‘Transition’,” UC Davis Sociology Department, Lecture Series on Globalization, Davis, California, April 2001.
- “Institutions and the Vicious Circle of Distrust in the Russian Deposit Market, 1992-1999,” Columbia University Business School, New Institutionalism in Strategic Management Conference, New York, March 2001.
- Globalization and Institutions Workshop. One of 25 scholars invited for workshop on issues of globalization, institutional change and economic research. Sponsored by the Business and Society Program of the Aspen Institute and the William Davidson Institute of the University of Michigan. Aspen, September 2001.
- “Revolutionary Change and Organizational Form: The Politics of Investment Fund Organization in Russia, 1992-1997,” Kellogg School of Management, Institutions, Conflict and Change conference, Evanston, Illinois, December 2000.
- “Entrepreneurship and Privatization in Central Europe: The Tenuous Balance Between Creation and Destruction,” SITE - Stockholm Institute of Transition Economics and East European Economies, Stockholm, September 2000.

Teaching

Undergraduate

- “Globalization.” Semester course, 2005-present. Required undergraduate class for all international business majors, Moore School of Business.

Masters of Business Administration

- “Globalization and Corporate Social Responsibility.” 20 hour course, 2006-present. Required class for all students in the International Masters of Business Administration, Moore School of Business.

Doctorate

- “Institutions and International Business.” Summer course for doctoral students, 2006, 2008. Moore School of Business.

Executive and Professional

- Faculty Development in International Business (FDIB), International Business Survey Course. Lead Instructor for five-day course, 2006-present. Moore School of Business. Course designed for professors and professionals who wish to learn about teaching an introductory survey course in international business.
- “Russia and Eastern Europe.” Invited lecture, December, 2007, 2008. IBM Executive Education, Said School of Business, Oxford, England.
- “Russian Business and Government.” Invited lecture, July 2008. Professional Masters of Business Administration, The Wharton School, University of Pennsylvania,
- “Globalization and Social Responsibility.” Two-day course, May 2008. Executive International Masters of Business Program for Mexican Professionals, Moore School of Business.
- “Three Billion New Capitalists: How American Companies Can Face New Global Realities. Invited Lecture, March 2007. Hardware, Plywood and Veneer Association Annual Meeting, Hilton Head, SC.

Service

- Editorial Review Board, *Management and Organization Review*, 2007 – present
- Director, Sustainable Enterprise and Development Initiative, Moore School of Business, 2008-present.
- Member, Environmental Advisory Council, University of South Carolina
- Moore School, Faculty Advisor, Net Impact Student Group, 2006 – present.
- Moore School, Undergraduate Programs Executive Committee (UPEC), August 2006 – August 2008.
- Moore School, Undergraduate Scholastic Standards and Petitions, 2006-present; Chair, 2007 - present.
- Moore School, International Business Major Undergraduate Steering Committee, 2006 - Present.