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## VITA

### **David M. Schweiger**

Department of Management  
College of Business Administration  
University of South Carolina  
Columbia, SC 29208  
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129 Char Oak Drive  
Columbia, South Carolina 29212

### **PERSONAL DATA**

Date of Birth: November 26, 1952  
Marital Status: Married, Two Children

### **EDUCATION**

D.B.A.            College of Business and Management, 1980  
                    University of Maryland at College Park  
                    Major: Management

M.S.             Polytechnic Institute of New York, 1976  
                    Major: Industrial Management

B.S.             Polytechnic Institute of Brooklyn, 1974  
                    Majors: Social Sciences and Engineering

### **EXPERIENCE**

**University of South Carolina, 1986 - Present**  
Buck Mickel/Fluor Daniel Professor of International Business  
Director of Research - Riegel and Emory Human  
Resource Research Center

Courses Taught:

- Research Methods at the doctoral level
- Classics of Management at the doctoral level
- Strategy Implementation at the doctoral level
- Global Strategic Management, International MBA Program
- Strategic Management, Masters of Personnel and Employee Relations Program, MBA Program
- International Mergers and Acquisitions, Masters of International Business Program, MBA Program, IMBA Program
- Management, Masters of International Business Program
- Summer Field Project at the masters level
- Business Policy at the undergraduate level

Research Associate, Southeastern Manufacturing Technology Center

**Group EM Lyon, France, 1993 - Present**

Adjunct Professor

Courses Taught

- Global Competitive Strategy and Implementation
- International Mergers and Acquisitions

**University of Houston, 1980 - 1986**

Assistant Professor of Business Policy and Strategy,

Courses Taught:

- Business Policy at both the undergraduate and masters level
- Strategy Implementation at the masters level
- Managerial decision making at the doctoral level

**University of Maryland, 1976 - 1980**

Lecturer

Courses Taught:

- Business Policy, Management and Organization Theory,
- Personnel Administration at the undergraduate level

**Maryland Center for Productivity and Quality of Working Life - May 1978 to July 1979**

Research Staff Member

**Sperry Rand Corporation - June 1974 to July 1976**

Great Neck, New York

Engineer

## **RESEARCH ACTIVITIES: PUBLICATIONS**

Schweiger, D.M., and Goulet, P. Facilitating acquisition integration through cultural learning interventions: A longitudinal field experiment. Paper under revision at Strategic Management Journal.

Schweiger, D.M. and Atamer, T.A. The Anatomy of Transnational New Product Development Projects. Paper under revision at Long Range Planning.

Schweiger et al. Creating value in M&As: The case of the Kroger – Fred Meyer merger. In D. Anguan (ed.) Images of Mergers and Acquisitions. London: Blackwell (Forthcoming).

Goulet, P. and Schweiger, D.M. Managing culture and human resources in mergers and acquisitions. In G.K. Stahl and I. Björkman (ed.) Handbook of Research in International Human Resource Management. London: Edward Elgar Ltd. (Forthcoming).

Schweiger, D.M. and Lippert, R.L. Integration: The Critical Link In M&A Value Creation. Stahl, G.K., & Mendenhall, M.E. (eds.) Managing Culture and Human Resources in Mergers and Acquisitions. Palo Alto: Stanford Business Books/Stanford University Press (Forthcoming).

Schweiger, D.M. HBR Case Study: Oil and Waser. Commentary Harvard Business Review, 2004, 84, 44.

Korsgaard, M.A., Sapienza, H and Schweiger, D.M. Beaten before begun: The role of procedural justice in planning change. Journal of Management.

Schweiger, D.M. and Very, P. Creating value through merger and acquisition integration. In C. Cooper and A. Gregory (eds.) Advances in mergers and acquisitions Vol. 2. Greenwich, Ct.: JAI/Elsevier Press.

Schweiger, D.M., Atamer, T, and Calori, R. The role of transnational teams and networks in modern multinational organizations. Journal of World Business.

Very, P and Schweiger, D.M. Creating value through mergers and acquisitions: Key challenges and solution in domestic and international deals. Journal of World Business, 2001, 36, 11-31.

Korsgaard, M.A., Sapienza, H.J., and Schweiger, D.M. Organizational justice in strategic decision making. In R. Cropanzano (Ed.) Justice in the Workplace: From theory to practice, Vol. 2., 2001, 209-226.

Schweiger, D.M, and Goulet, P. Integrating acquisitions: An international research review. In C. Cooper and A. Gregory (eds.) Advances in mergers and acquisitions Vol. I. Greenwich, Ct.: JAI/Elsevier Press, 2000, 61-91.

Lubatkin, M., Schweiger, D.M. and Weber, Y., Top management turnover in related M&A's: An additional test of the theory of relative standing, Journal of Management, 1999, 25, 55-68.

Schweiger, D.M. Networking global style. Edited interview by Jan Collins. Business and Economic Review, 1998, 44, 3-6.

Wagner, J.A., Leana, C.R., Locke, E.A., and Schweiger, D.M. Cognitive and motivational frameworks in U.S. research on participation: a meta-analysis of primary effects, Journal of Organizational Behavior, 1997, 18, 49-65.

Amason, A.C. and Schweiger, D.M. The effects of conflict on strategic decision making effectiveness and organizational performance. In C DeDreu and E. Van de Vliert (Eds.) Using conflict in organizations. London: Sage, 1997, 101-115.

Korsgaard, A., Schweiger, D.M., and Sapienza H. The role of procedural justice in building commitment, attachment, and trust in strategic decision making teams. Academy of Management Journal, 1995, 38, 60-84.

Schweiger, D.M., Gosselin, A., and Lambertucci, R. Preserving and realizing acquisition value through human resources practices. In G.R. Ferris, S.D. Rosen, and D.T. Barnum (Eds.), Handbook of human resource management. New York: Blackwell, 1995, 297-316.

Amason, A. and Schweiger, D.M. Resolving the paradox of conflict, strategic decision making, and organizational performance. International Journal of Conflict Management, 1994, 5, 239-253.

Schweiger, D.M., Napier, N. & Csiszar, E.N. Implementing international mergers and acquisitions. Human Resource Planning, 1994.

Schweiger, D.M., Csiszar, E.N., and Napier, N.K. A strategic approach to implementing mergers and acquisitions. In G. Vonkrog, A. Sinatra, and H. Singh (Eds.), The management of corporate acquisitions: International perspectives. London: Macmillan, 1994, 23-49.

DeCastro, J.O., Chrisman, J.J., Schweiger, D.M., & Sandberg, W.R. Competitive strategies and financial performance: The impact of scope and competitive weapons. Journal of Business Strategies, 1994, 1-18.

Csiszar, E.N., and Schweiger, D.M. An integrative framework for creating value through acquisition. In H. E. Glass and B.N. Craven (Eds.) Handbook of business strategy. New York, Warren, Gorham & Lamont, 1994, 93-115.

Napier, N.K., Schweiger, D.M., and Kosglow, J. Managing organizational diversity: Observations from cross-border acquisitions. Human Resource Management, 1993, 505-523.

Chatterjee, S., Lubatkin, M., Schweiger, D. M, and Weber, Y. Cultural differences and shareholder value: Explaining the variability in the performance of related merger. Strategic Management Journal, 1992, 13, 319-334.

Chrisman, J.J., Schweiger, D.M., and Hench, T. The case of the enigmatic entrepreneur. Academy of Management Executive, Summer, 1992.

Weber, Y., & Schweiger, D.M. Top management culture conflict in mergers and acquisitions: A lesson from anthropology. International Journal of Conflict Management, 1992, 3, 285-302.

Koster, R.S. and Schweiger, D.M. Developing the human resource executive as a strategic partner. In R.J. Niehaus and K. F. Price (Eds.) Bottom line results from strategic human resource planning. New York: Plenum Press, 1992

Schweiger, D.M., Ridley, J.R., and Marini, D. Creating one from two: The merger between Harris Semiconductor and General Electric Solid State. In. S.E. Jackson (Ed.) Working through diversity: Human resources initiatives. New York: Guilford Publications, Inc., 1992, 167-196.

Roth, K., Schweiger, D.M., and Morrison, A. Global strategy implementation at the business unit level: Organizational capabilities and administrative mechanisms. Journal of International Business Studies, Fall, 1991.

Roth, K., Morrison, A. and Schweiger, D.M. Business strategy in global industries: An analysis of the configuration/coordination framework. Journal of Global Business, Fall, 1991.

Schweiger, D.M., and DeNisi, A.S. The effects of communication with employees following a merger: A longitudinal field experiment. Academy of Management Journal, 1991, 34, 110-135.

Schweiger, D.M., & Sandberg, W.R. A team approach to top management strategic decisions. In H. E. Glass (Ed.) Handbook of business strategy. New York, Warren, Gorham & Lamont, 6-1 - 6-20, 1991.

Leana, C.R., Locke, E.A., and Schweiger, D. M. Fact and fiction in analyzing participation research: A critique of Cotton et al. Academy of Management Review, 1990, 15, 137-146.

Schweiger, D.M., and Walsh, J.P., Mergers and acquisitions: An interdisciplinary view. In Rowland, K. M., and Ferris, G. R. (Eds.) Research in personnel and human resource management, Vol. 8. Greenwich, Ct.,: JAI Press, 1990, pp. 41-107.

Marks, M.L., Walsh, J.P., and Schweiger, D.M. Merging and acquiring organizations: Employee impact and the role of I/O psychologists. The Industrial/Organizational Psychologist, 1989.

Schweiger, D. M., Sandberg, W. R., and Rechner, P. L. Experiential effects of dialectical inquiry, devil's advocacy and consensus approaches to strategic decision making. Academy of Management Journal, 1989, 32, 745-772.

Schweiger, D.M., and Sandberg, W.R. The utilization of individual capabilities in group approaches to strategic decision making. Strategic Management Journal, 1989, 10, 31-43.

Schweiger, D.M., and Weber, Y. Strategies for managing human resources during mergers and acquisitions: An Empirical study. Human Resources Planning, 1989, 12, 69-86.

Sandberg, W.R., Schweiger, D.M. and Hofer, C.W. The use of verbal protocols in determining venture capitalists' decision processes. Entrepreneurship: Theory and Practice (Formerly, American Journal of Small Business) Winter, 1988, 8-20.

DeFrank, R. S., Ivancevich, J. M., and Schweiger, D. M. Job Stress and mental well-being: similarities and differences among American, Japanese and Indian Managers. Behavioral Medicine, 1988, 160-170.

Schweiger, D.M., Ivancevich, J.M., and Power, F. Executive action in managing human resources before and after being acquired. Academy of Management Executive, 1987, 1, 127-138.

Ivancevich, J.M., Schweiger, D.M., and Power, F. Strategies for managing humanresources during mergers and acquisitions. Human Resources Planning, 1987, 10, 19-35.

Reprinted in R.S. Schuler and S.A. Youngblood (Eds.), Readings in personnel and human resource management, St. Paul, Minn.: West, 1988, 92-107.

Schweiger, D.M., Sandberg, W.R., and Ragan, J.W. Group approaches for improving strategic decision making: A comparative analysis of Dialectical Inquiry, Devil's Advocate and Consensus. Academy of Management Journal, 1986, 29, 51-71.

Locke, E.A., Schweiger, D.M. and Latham, G.P. Participation in decision making: When should it be used? Organizational Dynamics, Winter, 1986, 65-79.

Reprinted in D.R. Hampton, C.E. Summer & R.A. Webber, Organizational behavior and the practice of management, Glenview, Ill.: Scott, Foreman, 1987.

Schweiger, D.M., Anderson, C.R., and Locke, E.A. Complex decision making: A longitudinal study of process and performance. Organizational Behavior and Human Decision Processes, 1985, 36, 245-272.

DeFrank, R.S., Matteson, M.T., Schweiger, D.M., and Ivancevich, J.M. The impact of Japanese and American management practices on behavior patterns and work attitudes of chief executive officers. Organizational Dynamics, Summer, 1985, 62-76.

Schweiger, D.M., and Leana, C. Participation in decision making. In E.A. Locke (Ed.), Generalizing from laboratory to field settings: Findings from research in industrial/organizational psychology, organizational behavior and human resource management. Lexington, Mass.; Lexington Books, 1985, 147-166.

Schweiger, D.M., and Ivancevich, J.M. Human resources: The forgotten factor in mergers and acquisitions. Personnel Administrator, 1985, 11, 47-61.

Schweiger, D.M. Measuring managerial cognitive styles: On the logical validity of the Myers-Briggs Type Indicator. Journal of Business Research, 1985, 13, 315-328.

Schweiger, D.M. and Finger, P.A. The comparative effectiveness of Dialectical Inquiry and Devil's Advocacy: The impact of task biases on previous research findings. Strategic Management Journal, 1984, 5, 335-350.

Szilagyi, A.D. and Schweiger, D.M. Matching managers to strategies: A review and suggested framework. Academy of Management Review, 1984, 9, 626-637.

Schweiger, D.M. Is the simultaneous verbal protocol a viable method for studying managerial problem solving and decision making? Academy of Management Journal, 1983, 26, 185-192.

Schweiger, D.M. Measuring managers' minds: A critical reply to Robey and Taggart. Academy of Management Review, 1983, 8, 143-151.

Schweiger, D.M., and Jago, A.G. Problem-solving styles and participative decision making. Psychological Reports, 1982, 50, 1311-1316.

Locke, E.A., and Schweiger, D.M. Participation in decision making: One more look. In B. Staw (Ed.), Research in organizational behavior, Vol. I. Greenwich, Ct.: JAI Press, 1979, 265-339.

### **RESEARCH ACTIVITIES: PROFESSIONAL PRESENTATIONS**

Atamer, T., Schweiger, D.M. and Calori. The role of transnational networks and teams in new product development. National Conference of the European Group on Organization Studies, Lyon France, July, 2001.

Very, P. and Schweiger, D.M. Acquiring home or abroad: Major problems and solutions, Ninth Conference of the International Association for Strategic Management (AIMS), Montpellier, France, May 2000.

Schweiger, D.M. Creating value through international mergers and acquisitions. Key note speech given to the G8 conference on organizations. Groupe ESC Lyon, France, September, 1998

Schweiger, D.M. Research on transnational networks and teams. Presentation given to the G7 conference on organizations. Groupe ESC Lyon, France, May 1997.

Schweiger, D.M. Research on transnational networks and teams. Presentation given to the Global Business Forum, Charleston, November, 1997.

Sapienza, H., M.A. Korsgaard, and Schweiger, D.M. Procedural justice and changes in psychological contracts: A longitudinal study of reengineering planning. Proceedings of the National Meeting of the Academy of Management, Boston, 1997.

Ravlin, E. R., Schweiger, D. M., Calori, R., and Atamer, T. Multicultural networks in product development. Symposium paper presented at the National Meeting of the Academy of Management, Boston, 1997.

Schweiger, D.M., Atamer, T., Calori, R., and Ravlin, E. Transnational multifunctional networks and teams. Paper presented at the National Meeting of the Strategic Management Society, Phoenix, 1996.

Weber, Y., Lubatkin, M. Schweiger, D. Top management turnover following mergers: A longitudinal study of perceptual and attitudinal determinants. Paper presented at the National Meeting of the Academy of Management, Dallas, TX, 1994.

Korsgaard, A., Schweiger, D.M., and Sapienza H. The role of procedural justice in building commitment, attachment, and trust in strategic decision making teams. Paper presented at the National Meeting of the Academy of Management, Dallas, TX, 1994.

Leana, C., Locke, E., Wagner, J., & Schweiger, D.M.. A meta-analysis of the effects of cognitive-focused versus motivation-focused studies of participative decision making. Paper presented at the 24th annual meeting of the Decision Sciences Institute, Washington, D.C., 1993.

Gosselin, A., & Schweiger, D.M. La gestion du choc cultural lors des fusions/acquisitions d'entreprises: une etude comparative de cinq cas. Proceedings of the Association Francaise de Gestion des Ressources Humaines, Jouy-en-Josas, France, November, 1993.

Amason, A., & Schweiger, D.M. Integrating top management team research: A meta-theory. Paper presented at the National Meeting of the Academy of Management, Las Vegas, 1992.

Schweiger, D.M., Ritchie, M. & Csiszar, N.K. Integrating diverse workforces during an acquisition: The impact of socialization intervention on employees. Paper presented at the National Meeting of the Academy of Management, Las Vegas, 1992.

Weber, Y. Lubatkin, M. & Schweiger, D.M. The impact of cultural differences during an acquisition on top management turnover. Paper presented at the National Meeting of the Academy of Management, Las Vegas, 1992.

Schweiger, D.M. An interdisciplinary view of mergers and acquisitions. Presentation given to the faculty of the Kellogg School of Business, Northwestern University, 1991

DeCastro, J., Chrisman, J.J., Sandberg, W.R., and Schweiger, D.M. An examination of the scope and competitive weapons components of competitive strategies. Paper presented at the National Meeting of the Academy of Management, Miami, 1991.

Chrisman, J.J., Schweiger, D.M., and Hench, T. The case of the enigmatic entrepreneur. Paper presented at the National Meeting of the Academy of Management, Miami, 1991.

Napier, N.K., Schweiger, D.M., and Kosglow, J.J. Managing organizational and cultural diversity: Observation from cross-border acquisitions. Symposium paper presented at the National Meeting of the Academy of Management, Miami, 1991.

Morrison, A., Roth, K. and Schweiger, D.M. Relating Porter's international strategy types to competitive strategy and structural mechanisms: Analysis and implications. Paper presented at the Annual Meeting of the Academy of International Business, Toronto, 1990.

Schweiger, D.M., and Csiszar, E.N. Mergers and acquisitions: The strategic management perspective. Symposium paper presented at the National Meeting of the Academy of Management, San Francisco, 1990.

Roth, K., Schweiger, D.M., and Morrison, A., Global strategy implementation: Organizational capabilities and structural context. Paper presented at the National Meeting of the Academy of Management, San Francisco, 1990.

Schweiger, D.M., Weber Y., Chatterjee, S., and Lubatkin, M. The Effects of culture clash on the implementation and financial performance of mergers and acquisitions. Paper presented at the Strategic Management Society Meeting; San Francisco, October, 1989.

Sandberg, W.R., Keels, J.K., Chrisman, J.J., & Schweiger, D.M. Overcoming fragmentation: Remedies for strategic failure. Proceedings of the Southern Management Association meeting, New Orleans, LA, November, 1989

Roth, K., Morrison, A., and Schweiger, D.M. Configuration and coordination: An empirical examination of business strategies in global industries. Paper presented at the Annual Meeting of the Academy of International Business, Singapore, November, 1989.

Schweiger, D.M., Napier, N.K., and Csiszar, E. A Model for implementing international M&As. Paper presented at the Conference: "The Wave of M.A.A.'s: Towards a European or Global Firm, Paris, June, 1989.

Schweiger, D. M. The effects of mergers and acquisitions on managerial careers. National Meeting of the Academy of Management Pre Convention Workshop, Careers Division, Washington, DC, August, 1989.

Schweiger, D. M., and Weber, Y. Human resource strategies for implementing mergers and acquisitions. Paper presented at the Human Resource Planning Society Research Symposium, Rhode Island, June, 1989.

Schweiger, D. M., Sandberg, W. R., and Rechner, P.C. An examination of the subgroup effects of dialectical inquiry and devil's advocacy. Paper presented at the National Meeting of the Academy of Management, Washington, D.C., 1989.

Chatterjee, S., Lubatkin, M., Weber, Y., and Schweiger, D. M. Cultural differences and shareholder value: Explaining the variability in the performance of related merger. Paper presented at the National Meeting of the Academy of Management, Washington, D.C., August, 1989.

Roth, K., Schweiger, D.M., & Morrison, A. An empirical analysis of Porter's international strategy types. Paper presented at the National Meeting of the Academy of Management, Washington, D.C., August, 1989.

Roth, K., Schweiger, D.M., & Morrison, A. Strategy implementation in global industries: An empirical examination of business unit linkages. Paper presented at the Strategic Management Society Meeting, Amsterdam, The Netherlands, October, 1988.

Schweiger, D.M., Sandberg, W.R., & Rechner, P. A longitudinal comparative analysis of dialectical inquiry, devil's advocacy and consensus approaches to strategic decision making.

Proceedings of the National Meeting of the Academy of Management, Anaheim, C.A., August, 1988.

Schweiger, D.M., and DeNisi, A.S. Communicating with employees following a merger: Evidence from the field. Paper presented at the Third Annual Conference of the Society of Industrial and Organizational Psychology, Dallas, TX., April, 1988.

Schweiger, D.M. The impact of a merger on employees. Distinguished Scholar presentation given to the faculty of the University of Pittsburgh, 1987.

Schweiger, D.M., Research on implementing mergers and acquisitions. Presentation given to the faculty of Dartmouth College, 1987.

Schweiger, D.M., & Ivancevich, J.M. Managing the implementation of mergers and acquisitions: A contingency model. Paper presented at the Strategic Management Society meeting, Boston, Mass., October, 1987.

Sandberg, W.R., Schweiger, D.M., & Hofer, C.W. Determining venture capitalists' decision criteria: The use of verbal protocols. Frontiers of Entrepreneurship Research. Proceedings of the Babson Entrepreneurship Research Conference, Malibu, California, April, 1987.

Schweiger, D.M. Participation is a morale imperative. Debate presented at the Second Annual Conference of the Society of Industrial and Organizational Psychology, Atlanta, Georgia, April, 1987.

Schweiger, D.M., & DeNisi, A.S. The effects of a realistic merger preview on employees: A longitudinal field experiment. Paper presented at the National Meeting of the Academy of Management, New Orleans, Louisiana, August, 1987.

Schweiger, D.M., & Sandberg, W.R. Group vs. individual performance: A further test of Dialectical Inquiry, Devil's Advocacy, and consensus approaches to group strategic decision making. Paper presented at the National Meeting of the Academy of Management, New Orleans, Louisiana, August, 1987.

Schweiger, D.M. Verbal protocols as a method of studying managerial decision making. Symposium paper presented at the National Meeting of the Academy of Management, Chicago, Illinois, August, 1986.

Ivancevich, J.M., Schweiger, D.M., and Ragan, J.W. Managerial stress, health and attitudes: A comparison of American, Indian and Japanese managers. Paper presented at the National Meeting of the Academy of Management, Chicago, Illinois, August, 1986.

Schweiger, D.M., Sandberg, W.R., and Ragan, J.W. An empirical evaluation of Dialectical Inquiry, Devil's Advocate, and Consensus approaches to strategic decision making. Proceedings of the National Meeting of the Academy of Management, San Diego, California, August, 1985.

Schweiger, D.M. Global competitive strategies. Lecture given to students at Osaka Gakuin University, Osaka, Japan, 1985.

Schweiger, D.M., Ivancevich, J.M., Khumawala, B. and Okachi, K. Cross-cultural study of managerial stress. Paper presented at the Pan-Pacific Conference, Seoul, Korea, 1985.

Schweiger, D.M., and Leana, C. Participation in decision making: Generalizing from the laboratory to the field. Symposium paper presented at the National Meeting of the Academy of Management, Boston, Mass., 1984.

Schweiger, D.M., Ivancevich, J.M., DeFrank, R.S., and Matteson, M.T. The American and Japanese CEO: Understanding similarities and differences. Paper presented at the Pan-Pacific Conference, Honolulu, Hawaii, 1984.

Schweiger, D.M. Continued research on the effectiveness of Dialectical Inquiry and Devil's Advocacy approaches to strategic decision making. Presentation given to the faculty of Texas A&M University, 1983.

Schweiger, D.M., Anderson, C.R., & Locke, E.A. Complex problem solving and decision making: A longitudinal study of process and performance. Paper presented at the National Meeting of the American Institute for Decision Sciences, San Francisco, California, 1982.

Sowers, J.R., Goodman, J.P., & Schweiger, D.M. Implementing strategic plans: A framework for matching information and control processes to organizational strategy. Paper presented at the National Meeting of the American Institute for Decision Sciences, San Francisco, California, 1982.

Freedman, S.M., Schweiger, D.M., & Leana C. Sex differences in analytical and intuitive problem-solving styles. Paper presented at the National Meeting of the Academy of Management, New York, N.Y., 1982.

Freedman, S.M., Goodman, J.P., & Schweiger, D.M. The state of management research: The executive's perspective. Symposium presented at the National Meeting of the Academy of Management, New York, N.Y., 1982.

Schweiger, D.M., Is the simultaneous verbal protocol a viable method for studying managerial problem solving and decision making? Proceedings of the National Meeting of the American Institute for Decision Sciences, Boston, Mass., 1981.

Schweiger, D.M., & Jago, A.G. Problem-solving styles and participative decision making. Proceedings of the National Meeting of the American Institute for Decision Sciences, Boston, Mass., 1981.

Schweiger, D.M. Three approaches for studying managerial decision making: Simultaneous verbal protocols. Developed symposium and presented paper at the National Meeting of the Academy of Management, San Diego, California, 1981.

Schweiger, D.M. New technologies in the organizational behavior laboratory: Computer simulations. Proceedings of the Eastern Division Meetings of the Academy of Management, Buffalo, New York, 1980.

## **RESEARCH ACTIVITIES: BOOKS**

Schweiger, D.M., The Heart of Senior Leadership. Book research under way.

Schweiger, D.M. M&A integration: A framework for executives and managers. New York: McGraw Hill, 2002.

Schweiger, D.M., and Papenfuss, K. (Eds.) Human resource solutions to key business problems. Germany: Gabler Publishing, 1992.

Power, D., Gannon, M., McGinnis, M., and Schweiger, D.M. Strategic management skills, Reading, Mass.: Addison-Wesley, 1986.

## **RESEARCH ACTIVITIES: CASES**

“Decarbonization! The Transformation Of Texaco.” This case was prepared by Dr. David M. Schweiger and Texaco’s CP&E Strategic Management Group

“David Vs Goliath In Italy’s Telecom Industry” This case was prepared Dr. David Schweiger, in collaboration with Rahul Saxena Verizon, V.P. Operations, Europe

## **RESEARCH ACTIVITIES: BOOK REVIEW**

Schweiger, D.M. Book review of "Surviving merger and acquisition" by M. L. McManus and M. L. Hegert. Academy of Management Executive, 1989.

Schweiger, D.M., and Csiszar, E.N. Book review of "Large-scale organizational change" by Mohrman et al. Business in the Contemporary World, 1990.

## **RESEARCH ACTIVITIES: RESEARCH IN PROGRESS**

A study of CEO characteristics and firm performance. Data currently being collected.

The impact of homogeneity/heterogeneity of leadership styles on top management team decision making. Data currently being collected.

An investigation of those factors that contribute to value creation in international acquisitions. A joint project with EM Lyon and Arthur Andersen. Interview data currently being collected from 140 firms across seven countries.

A study of cross functional transnational networks and teams in multinational organizations. A joint project with EM Lyon. Interview data collection efforts continuing. Funding by Riegel and Emory Human Resource Research Center.

The role of procedural justice on the management of large scale strategic change. Third wave of questionnaire data to be collected shortly. One paper from the project currently under review at major journal.

### **RESEARCH ACTIVITIES: GRANTS RECEIVED**

Joint grant from the Human Resource Planning Society and Towers Perrin to study the determinants of value creation in mergers and acquisitions, 1999.

Grant from the Riegel and Emory Human Resources Research Center to study transnational teams and networks in modern multinational organizations, 1998 - present.

Grant from the Center for International Business Education and Research to study the implementation of international mergers and acquisitions and cross-border strategy implementation, 1989-1997.

Grant from Human Resource Planning Society to study interventions used by organizations to implement mergers and acquisitions, 1987-1992.

Grant from NYU Center for Entrepreneurial Studies to study venture capitalist decision making, 1986.

Grant from the College of Business Administration, University of Houston, to study the effects of mergers on organizations and employees, Summer 1985.

Grant from the University of Houston, Limited Grant in Aid Program to study cross-cultural managerial stress, 1985.

Grant from the College of Business Administration, University of Houston, to study cross-cultural managerial stress, Summer 1984.

Grant from the Center for Health Management, University of Houston, to study cross-cultural behavior and stress patterns of CEOs, 1982.

Grant from the College of Business Administration, University of Houston, to study the validity of the Myers-Briggs Type Indicator, Summer 1981.

### **HONORS RECEIVED**

Buck Mickel/Fluor Daniel Professor of International Business, 1999

Executive and Management Development Faculty Teaching Award. Presented by Rob Lippert, Director of the Daniel Management Center, the Moore School of Business, University of South Carolina.

Business Partnership Foundation Fellow, 1998 – 2000.

1998 MBA Core Course Teaching Award, University of South Carolina

1995, 1997, 1999 MBA Second Year Teaching Award, University of South Carolina

Best article award, OCIS Division, Academy of Management, 1992.

Center for International Business Education and Research Fellowship, 1989-1997.

Research Fellowship, College of Business Administration, University of South Carolina, Spring, 1988.

Outstanding Doctoral Alumni Award, College of Business Administration, University of Maryland, 1985.

Selected as one of three finalists in the Journal of International Business Studies "JIBS Decade Award" for an article "Global Strategy Implementation at the Business Unit Level: Operational Capabilities and Administrative Mechanisms."

### **DISSERTATION AND THESIS COMMITTEES**

Dissertation Committees for University of Houston, College of Business Administration  
Doctoral Students

Carrie Leana (Member)  
Walton Sharp (Member)  
Ron Guillemette (Member)

Dissertation Committees for University of South Carolina College of Business Administration  
Doctoral Students

Kay Keels (Chair)	Yaakov Weber (Chair)
Alan Morrison (Member)	Tripp Shinn (Member)
Lanny Herron (Member)	Julio DeCastro (Member)
Randy Piper (Member)	Allen Amason (Chair)
Ernst Csiszar (Chair)	Carolyn Mueller (Chair)
Frances Katrishen (Member)	Debbie Francis (Member)
Jody Thomson (Chair)	Robert Pearce (Chair)
James Almeida (Member)	Tom Hench (Member)
Phil Goulet (Chair)	

Advisory Committee for numerous University of South Carolina College of Business  
Administration Doctoral Students

### **MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS**

Academy of Management

Strategic Management Society  
Human Resource Planning Society  
Academy of International Business  
Beta Gamma Sigma

## **PROFESSIONAL ACTIVITIES**

South Carolina Associated Automobile Insurance Plan Advisory Board (Appointed by the SC Director of Insurance) – Member of Board and Actuarial Committee.

Track Chairperson – European Group on Organization Studies (EGOS), 2001.

Human Resource Planning Society,  
Member of the Board of Directors, 1991-1994  
Member of the Research and Publications Committees, 1989-1994  
Coordinator, Mergers and Acquisitions Professional Development Workshop, 1987-1990.

Journal of World Business, International Strategic Management Editor, 1998- present

### Human Resource Planning Journal

Editor, 1989 - 1993  
Guest Editor, Special Issue on Mergers and Acquisitions, 1989  
Editorial Board, 1986-1989, 1993-present

### Academy of Management Journal

Editorial Board, 1991 - 1996

### Human Resource Management

Editorial Board, 1991 - present

### Asia Pacific Human Resource Management Journal

Editorial Board, 1991 - present

### Ad Hoc Reviewer:

Strategic Management Journal  
Academy of Management Review  
Academy of Management Journal  
Journal of International Business  
Journal of Management Studies  
Sloan Management Review  
Management Communication Quarterly  
Canadian Journal of Administrative Sciences  
Journal of Business Research  
Journal of Applied Social Psychology  
Administrative Science Quarterly  
Organizational Science

Journal of Organizational Behavior

Journal of Management Studies

Business Policy Dissertation Competition, National Academy of Management Meeting, Washington, 1989.

National Academy of Management Meetings

Southern Management Association Meetings

Decision Sciences Institute National Meeting, Honolulu, Hawaii, 1986.

University of Miami Venture Council/MIT Enterprise Forum Nationwide Business Plan Competition, 1986.

Pan Pacific Conference, 1984.

American Institute for Decision Sciences National Meeting, San Antonio, 1983.

Dissertation competition, American Institute for Decision Sciences National Meeting, San Antonio, 1983.

National Academy of Management Meeting, New York, 1982.

Discussant:

Southern Management Association Meeting, Atlanta, 1986.

Pan Pacific Conference, Seoul, South Korea, 1985.

American Institute for Decision Sciences National Meeting, Las Vegas, 1980, San Francisco, 1982.

Maryland Center for Productivity and Quality of Working Life symposium for Third Party Facilitators, College Park, Maryland, 1979.

Session Chairperson:

Academy of Management National Meeting, New York, 1982.

American Institute for Decision Sciences National Meeting, Las Vegas, 1980.

Conference Co-Chairman, TUCK/USC Strategic Human Resource Management of Mergers and Acquisition Research Conference, Charleston, SC, 1988.

Local Arrangements chairperson, American Institute for Decision Sciences National Meeting, San Antonio, 1983.

Academic Liaison Committee, North American Society for Corporate Planning 1983, 1984, 1985 (Chairman).

Interviews and research reviews presented in Harvard Business Review, Forbes, Houston City Magazine, Houston Chronicle, Working Woman Magazine, Changing Times, and Strategic Direction.

## **UNIVERSITY ACTIVITIES**

Committees:

College International Business Advisory Board, 1999-Present

College Committee to Research Executive MBA, 2000-Present

Daniel Management Center Oversight Committee, 1995 - Present

Management Department MHR Oversight Committee, 1996-Present

University Conflict of Interest Committee, 1995- 1999

MBA Oversight Committee, 1993 - 1995

Management Department Promotion and Tenure, and Peer Review 1996, 1998, 1999  
(Chair)

Management Department Task Force to Review Ph.D. Program (Chair), 1986-1988

College Oversight Commission for the Ph.D. Program, 1986-1992

Director for Ph.D. Program in Management, 1986-1992

Management Department Ph.D. Comprehensive Examinations, 1986- Present

Management Department Ph.D. Oral Examinations, 1986- Present

Selection Committee for Management Department Program Director, 1990, 1998

Reviewer, CBA Research Fellowship Program, 1988, 1989, 1991, 1992

## **CONSULTING AND EXECUTIVE DEVELOPMENT ACTIVITIES**

### **Executive Education**

University of South Carolina Daniel Management Center (DMC) public programs

Emory University Public and Custom Programs

Duke Corporate Education Custom Programs

A number of executive development programs in Dominican Republic, France, and Brazil

Specialized DMC Development Programs for a number of companies including:

- Federal Reserve Bank
- Texaco
- Santee Cooper
- Naval Facilities Engineering Command
- Duracell
- NCR
- Colonial Insurance
- TRW
- Medical University of South Carolina
- Southwire
- Phelps Dodge
- CP&L
- Verizon (Academic Coordinator)
- SCE&G
- Coordinator for Mergers and Acquisition Professional Development Workshop, Human Resource Planning Society.

**Consulting with a Number of Companies including:**

- BBA Nonwovens
- PriceWaterhouseCoopers
- Milliken
- Umbro International
- Fluor Daniel
- General Motors
- Sonoco Products
- Robert Bosch Corporation
- South Carolina Electric and Gas
- Seibels Bruce Group
- Public Service Company of North Carolina
- Federal Reserve Bank
- Texaco
- Verizon International
- Cox Communications
- Harris Semiconductor
- Greenwood Mills (past member of the Board of Directors)

**REFERENCES AVAILABLE ON REQUEST**