

# CHARLES E. STEVENS, PH.D.

Associate Professor, Management Department  
Thomas J. Campbell '80 Professor  
College of Business, Lehigh University  
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## Curriculum Vitae

*Updated June 2021*

### ACADEMIC APPOINTMENTS

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<b>College of Business, Lehigh University, Bethlehem, Pennsylvania</b> <i>Associate Professor of Management (with tenure)</i>	2018 - present
<b>College of Business, Lehigh University, Bethlehem, Pennsylvania</b> <i>Assistant Professor of Management</i>	2013 - 2018
<b>College of Business, University of Wyoming, Laramie, Wyoming</b> <i>Assistant Professor of Management</i>	2010 - 2013
<b>Fisher College of Business, The Ohio State University, Columbus, Ohio</b> <i>Graduate Teaching Assistant &amp; Graduate Research Assistant</i>	2005 - 2010

### SHORT-TERM ACADEMIC POSITIONS

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<b>Nihon University, Tokyo, Japan</b> <i>Visiting Faculty Fellow</i>	May-June 2016 June-July 2014
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### EDUCATION

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**Fisher College of Business, The Ohio State University, Columbus, Ohio**  
*Ph.D. in Business Administration (International Business)*

**Fisher College of Business, The Ohio State University, Columbus, Ohio**  
*Bachelor of Science in Business Administration (International Business)*  
Summa cum laude, graduated with honors

**Colleges of the Arts & Sciences, The Ohio State University, Columbus, Ohio**  
*Bachelor of Arts (Japanese)*  
Summa cum laude, graduated with honors & distinction

## PRIMARY RESEARCH INTERESTS

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*My research centers on the intersection of the strategic management and international business fields, with a particular interest in understanding how social evaluations (e.g., legitimacy and reputation) affect the strategy and performance of multinational enterprises. My primary goal is to contribute to the following fields in strategy and international business:*

- Legitimacy & reputation
- Foreign entry strategy
- Political risk & corruption
- Liability of foreignness

## REFEREED JOURNAL ARTICLES

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- Stevens, C., & Newenham-Kahindi, A.** (2021) Avoid, acquiesce ... or engage? New insights from sub-Saharan Africa on MNE strategies for managing corruption. *Strategic Management Journal*, 42(2): 273-301.
- Mukherjee, D., Makarius, E., & **Stevens, C.** (2021) A reputation transfer perspective on the internationalization of emerging market firms. *Journal of Business Research*, 123: 568-579.
- Cooper, J., Stanley, L., **Stevens, C.**, Shenkar, O., & Kausch, C. (2020) Switching analytical mindsets: A person-centered approach to the analysis of cultural values. *International Journal of Cross Cultural Management*, 20(2): 223-247.
- Dykes, B., **Stevens, C.**, & Lahiri, N. (2020) Foreignness in public-private partnerships: The case of project finance investments. *Journal of International Business Policy*, 3(2): 183-197.
- Xie, E., Huang Y., **Stevens, C.**, & Lebedev, S. (2019) Performance feedback and outward foreign direct investment by emerging economy firms. *Journal of World Business*, 54(6): 101014.
- Makarius, E., & **Stevens, C.** (2019) Drivers of collective human capital flow: The impact of reputation and labor market conditions. *Journal of Management*, 45(3): 1145-1172.
- Newenham-Kahindi, A., & **Stevens, C.** (2018) An institutional logics approach to liability of foreignness: The case of mining MNEs in Sub-Saharan Africa. *Journal of International Business Studies*, 49(7): 881-901.
- Mukherjee, D., Makarius, E., & **Stevens, C.** (2018) Business group reputation and affiliates' internationalization strategies. *Journal of World Business*, 53(2): 93-103.
- Stevens, C.**, & Newenham-Kahindi, A. (2017) Legitimacy spillovers and political risk: The case of FDI in the East African Community. *Global Strategy Journal*, 7(1): 10-35.
- Makarius, E., **Stevens C.**, & Tenhiälä, A. (2017) Anchor or stepping stone? The relationship between corporate reputation and voluntary turnover. *Organization Studies*, 38(12): 1665-1686.

- Stevens, C., Xie, E., & Peng, M.** (2016) Toward a legitimacy-based view of political risk: The case of Google and Yahoo in China. *Strategic Management Journal*, 37(5): 945-963.
- Stevens, C., & Makarius, E.** (2015) Overcoming information asymmetry in foreign entry strategy: The impact of reputation. *Global Strategy Journal*, 5: 256-272.
- Kistruck, G., Morris, S., Webb, J., & Stevens, C.** (2015) The importance of client heterogeneity in predicting make-or-buy decisions. *Journal of Operations Management*, 33-34: 97-110.
- Lebedev, S., Peng, M., Xie, E., & Stevens, C.** (2015) Mergers and acquisitions in and out of emerging economies. *Journal of World Business*, 50(4): 651-662.
- Stevens, C., Makarius, E., Mukherjee, D.** (2015) It takes two to tango: Signaling behavioral intent in service multinationals' foreign entry strategies. *Journal of International Management*, 21(3): 235-248.
- Stevens, C., Kidwell, R., & Sprague, R.** (2015) Bound by Laws, or by Values? A multi-level and cross-national approach to understanding the protection of minority owners in family firms. *Corporate Governance: An International Review* 23(3): 203-215.
- Stevens, C., & Dykes, B.** (2013) The home country cultural determinants of firms' foreign market entry timing strategies. *Long Range Planning*, 46(4-5): 387-410.
- Stevens, C., & Shenkar, O.** (2012) The liability of home: Institutional friction and firm disadvantage abroad. *Advances in International Management*, 25: 127-148.
- Stevens, C., & Cooper, J.** (2010) A behavioral theory of governments' ability to make credible commitments to firms: The case of the East Asian paradox. *Asia Pacific Journal of Management*, 27(4): 587-610.

## **BOOK CHAPTERS**

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- Newenham-Kahindi, A., & Stevens, C.** (2020). Ecological sustainability and practical wisdom from the Maasai and Hadza people in East Africa. In Intezari, A., Spiller, C., & Yang, S. *Practical Wisdom, Leadership and Culture: Indigenous, Asian and Middle-Eastern Perspectives*. Routledge.

## **PUBLISHED CASES**

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- Stevens, C.** (2008). Amazon in Japan. In Peng, Mike W. *Global Business*. South-Western College Publishing. *Updated versions appear in 2nd edition (2011) and 3rd edition (2014)*.
- Stevens, C.** (2006). Bookoff, Amazon Japan, and the Japanese Retail Bookselling Industry. In Peng, Mike W. *Global Strategy*. South-Western College Publishing. *Updated version appears in 2nd edition (2009)*. Also reprinted in *Gale's Business Insights: Global (Cengage Learning)*.

## CONFERENCE PRESENTATIONS, PANEL SESSIONS, & SYMPOSIA

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**Stevens, C.** (panelist) Where is the field of IM heading? Where should it head? *2020 Academy of Management Annual Meeting.*

Makarius, E., Newenham-Kahindi, A., & **Stevens, C.** More than just a big name: Reputation development in emerging economies. *2020 Academy of Management Annual Meeting.*

Lorinkova, R., Makarius, E., **Stevens, C.**, & Mukherjee, D. Reputation disrupted: Organizational crises' impact on collective human capital flow. Presentation included in symposium entitled, "Human capital flow: Investigating employee movement into and out of organizations." *2020 Academy of Management Annual Meeting.*

**Stevens, C.** (panelist). Africa as a distinctive context: Fertile ground for theory development. *2020 Academy of International Business Annual Meeting.* (\*accepted by conference but panel canceled due to COVID-19 pandemic)

Cooper, J., **Stevens, C.**, Oneto, S. Firm level role conflict: A framework for understanding the impact of stakeholder frictions on strategic decision making. *2019 Academy of Management Specialized Conference: Responsible Leadership in Rising Economies, Bled, Slovenia.*

Mukherjee, D., Makarius, E., **Stevens, C.**, & Ash, S. Reputational resources and internationalization of emerging market firms. *2019 Academy of International Business Annual Meeting, Copenhagen, Denmark.*

Newenham-Kahindi, A., & **Stevens, C.** When worlds collide: A place-based theory of indigenous stakeholder management. *2018 Irish Academy of Management Conference, Cork, Ireland.*

**Stevens, C.**, & Newenham-Kahindi, A. Part of the problem or part of the solution? MNEs, FDI, and the cycle of corruption in Africa. *2018 Academy of Management Annual Meeting, Chicago, IL. Selected for best paper proceedings. Winner of the International Management Division Best Paper in International Ethics, Social Responsibility, and/or Sustainability.*

Makarius, E., Newenham-Kahindi, A., & **Stevens, C.** More than a big name: Developing a positive reputation in emerging markets. *34<sup>th</sup> EGOS Colloquium 2018, Tallinn, Estonia.*

**Stevens, C.**, & Newenham-Kahindi, A. Part of the problem or part of the solution? MNEs, FDI, and corruption in Africa. *2018 Sustainability, Ethics & Entrepreneurship (SEE) Conference, Washington, D.C.*

Cooper, J., **Stevens, C.**, Yamazaki, K. Validation of the Japanese version of the KUT commitment scale and an examination of the loanword *komittomento*. *2017 Conference on Commitment, Columbus, OH.* (\*accepted by conference but not presented)

Newenham-Kahindi, A., & **Stevens, C.** An institutional logics approach to liability of foreignness: The case of mining MNEs in Sub-Saharan Africa. *2017 Academy of Management Annual Meeting, Atlanta, GA. Selected for best paper proceedings. Finalist for the IM Division GWU-CIBER Best Paper on Emerging Markets Award.*

- Mukherjee, D., Makarius, E., & **Stevens, C.** Reputational resources and internationalization in emerging market business groups. *2017 Academy of International Business Annual Meeting, Dubai, UAE.*
- Stevens, C.** (panelist) African Awakening: Strategic Management in Africa. *2016 Strategic Management Society Annual Meeting, Berlin, Germany.*
- Makarius, E., & **Stevens, C.** The impact of reputation and labor market conditions on collective human capital flow. *2016 Academy of Management Annual Meeting, Anaheim, CA. Selected for best paper proceedings.*
- Xie, E., Huang Y., & **Stevens, C.** Performance feedback and outward foreign direct investment by emerging economy firms. *2016 Academy of Management Annual Meeting, Anaheim, CA.*
- Dykes, B., **Stevens, C.**, & Lahiri, N. Liability of foreignness in public-private partnerships: The case of project finance investments. *2016 Academy of Management Annual Meeting, Anaheim, CA and 2016 Academy of International Business Annual Meeting, New Orleans, LA.*
- Stevens, C.**, & Newenham-Kahindi, A. Legitimacy spillovers, regional political strategies, and competitive advantage: The case of Chinese FDI in the East African Community. *2016 Academy of International Business Annual Meeting, New Orleans, LA.*
- Makarius, E., & **Stevens, C.** Reputation effects on human capital flow. *2015 Midwest Academy of Management Annual Meeting, Columbus, OH.*
- Newenham-Kahindi, A., & **Stevens, C.** Institutional logics, liability of foreignness, and poverty alleviation: The case of mining MNEs in East Africa. *2015 Academy of International Business Annual Meeting, Bangalore, India.*
- Cooper, J., Stanley, L., **Stevens, C.**, Kausch, C. Is culture about country or individual differences? Identifying distinct cultural profiles within and across countries using Latent Profile Analysis. *2014 Academy of Management Annual Meeting, Philadelphia, PA and 2014 Academy of International Business Annual Meeting, Vancouver, BC.*
- Stevens, C.**, & Makhija, M. The effect of foreign firm reference groups on political risk. *2014 Japan Society of International Economics, Tokyo, Japan.*
- Makarius, E., **Stevens C.**, & Tenhiälä, A. Corporate reputation and voluntary turnover. *2014 Society for Industrial and Organizational Psychology Annual Meeting, Honolulu, HI.*
- Cooper, J., & **Stevens, C.** Firm level role conflict: A new approach to understanding the impact of stakeholders on firm performance & strategy. *2014 Research Exemplars Conference, Keystone, CO.*
- Dykes, B., & **Stevens, C.** A model of international partnership formation and performance. *2014 Academy of International Business Annual Meeting, Vancouver, BC and 2013 Strategic Management Society Annual Meeting, Atlanta, GA.*

- Stevens, C., & Makarius, E.** The impact of corporate reputation on firm entry mode strategy. 2013 *Academy of Management Annual Meeting, Lake Buena Vista, FL.*
- Stevens, C., Kidwell, R., & Sprague, R.** Bound by Laws, or by Values? Cultural Dimensions, Stewardship Mentality, and Protection of Minority Owners in Family Firms. 2013 *International Family Enterprise Research Academy Annual Conference, St. Gallen, Switzerland.*
- Stevens, C., & Dykes, B.** The home country cultural determinants of firms' foreign market entry timing strategies. 2012 *Academy of Management Annual Meeting, Boston, MA. Selected for best paper proceedings.*
- Newenham-Kahindi, A., & **Stevens, C.** Mining MNEs, Communities of Place and the Informal Economy: Implications for Entrepreneurship and Poverty Alleviation in Developing Countries. 2012 *Academy of Management Annual Meeting, Boston, MA. Selected for best paper proceedings.*
- Stevens, C., & Shenkar, O.** Liability of home: Institutional friction and firm disadvantage abroad. 2012 *Academy of Management Annual Meeting, Boston, MA.*
- Stevens, C., & Peng, M.W.** Developing a legitimacy-based view of political risk: The case of Google in China. 2012 *Academy of Management Annual Meeting, Boston, MA* and 2012 *Academy of International Business, Washington, D.C.*
- Stevens, C., & Makarius, E.** Corporate reputation, entry mode strategy, & competitive advantage: New insights from an integration of resource-based and transaction costs logic. 2012 *Academy of International Business, Washington, D.C.*
- Cooper, J., & **Stevens, C.** Firm level role conflict: A new approach to understanding the impact of stakeholders on firm performance & strategy. 2012 *Macromarketing Conference, Berlin, Germany.*
- Stevens, C., & Makhija, M.** The effect of foreign firm cohorts on political risk. 2011 *Western Academy of Management Annual Meeting, Victoria, BC* and 2011 *Academy of International Business, Nagoya, Japan.*
- Stevens, C., & Shenkar, O.** Liability of "homeness": Friction, institutions, and firms' disadvantages abroad. 2010 *Academy of Management Annual Meeting, Montreal, QC* and 2010 *Academy of International Business, Rio de Janeiro, Brazil.*
- Stevens, C., & Makhija, M.** The effect of legitimacy on political risk: A cross-national study of U.S. MNE subsidiaries. 2010 *Academy of Management Annual Meeting, Montreal, QC.*
- Kistruck, G., **Stevens, C., & Morris, S.** The importance of organizational learning and institutional heterogeneity in intermediation research. 2009 *Academy of International Business Annual Meeting, San Diego, CA; also selected for JIBS PDW.*
- Stevens, C., & Cooper, J.** Unraveling the East Asian "paradox": A new theoretical perspective on governments' ability to make credible commitments. 2009 *Academy of International Business Annual Meeting, San Diego, CA.*

**Stevens, C.** The Effect of the Institutional Environment on the Performance of a Firm's Political Strategy: How the Rules of the Game Shape How Firms Play the Game. *2008 Academy of International Business Annual Meeting, Milan, Italy.*

**Stevens, C., & Coyne, E.** The Effect of a Firm's Reputation on Foreign Entry Mode Strategy and Post-Entry Identity. *2008 Academy of International Business Annual Meeting, Milan, Italy.*

**Stevens, C.** The Effect of Institutional Environment on International Alliance Performance: A Relational Story. *2007 Academy of International Business Annual Meeting, Indianapolis, IN.*

**Stevens, C.** Testing the Importance of Industry on Political Risk. *2007 Academy of International Business Annual Meeting, Indianapolis, IN.*

## **INVITED PRESENTATIONS, SEMINARS, WORKSHOPS, & WEBINARS**

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**Stevens, C.** An institutional logics approach to liability of foreignness: The case of mining MNEs in Sub-Saharan Africa. *AIB Journals Webinar: "Foreign investor engagement in developing economies" (4/2021)*

**Stevens, C.** Business & Economics in 'Reiwa' Japan: Current Trends & Future Direction. *OSU Institute for Japanese Studies Lecture Series, Columbus, OH (3/26/21)*

**Stevens, C.** (panelist). IM Division Webinar Series: "Getting a research career going" (2/2021)

**Stevens, C., & Newenham-Kahindi, A.** Part of the problem, or part of the solution? MNEs, FDI, and corruption in sub-Saharan Africa. *Business & Society Seminar Series, American University, Washington, D.C. (11/2017)*

Dykes, B., **Stevens, C., & Lahiri, N.** Liability of foreignness in public-private partnerships: The case of project finance investments. *Global Strategy Journal Workshop, Berlin, Germany (9/2016).*

**Stevens, C.** Toward an integrative theory of multinational firms' political risk. *Nihon University, Tokyo, Japan (6/2016).*

Cooper, J., Stanley, L., **Stevens, C., Shenkar, O., Kausch, C.** A person-centered approach to the analysis of cultural values. *2016 Lehigh CBE Research Retreat, Lehigh University, Bethlehem, PA (5/2016).*

Cooper, J., Stanley, L., **Stevens, C., Shenkar, O., Kausch, C.** A person-centered approach to the analysis of cultural values. *2016 Centennial Ph.D. Alumni Reunion, The Ohio State University, Columbus, OH (5/2016).*

Newenham-Kahindi, A., & **Stevens, C.** Institutional logics, liability of foreignness, and poverty alleviation: The case of mining MNEs in sub-Saharan Africa. *2015 Lehigh CBE Research Retreat, Lehigh University, Bethlehem, PA (5/2015).*

Cooper, J., Stanley, L., **Stevens, C., Kausch, C.** On the nature and variation of cultural values: Using latent profile analysis to address unresolved tensions in the culture literature. *Keiō University, Tokyo, Japan (7/2014).*

- Stevens, C.** Culture and international business. *Nihon University, Tokyo, Japan (7/2014)*.
- Stevens, C., Kidwell, R., & Sprague, R.** Bound by Laws, or by Values? Cultural Dimensions, Stewardship Mentality, and Protection of Minority Owners in Family Firms. *2014 Family Business Conference, Singapore (4/2014)*.
- Stevens, C., & Peng, M.W.** Developing an integrated theory of political risk: The case of Google in China. *Singleton Working Paper Series, Lehigh University College of Business & Economics (2/2014)*.
- Stevens, C., & Dykes, B.** The home country cultural determinants of firms' foreign market entry timing strategies. *Long Range Planning Workshop, Madrid, Spain (5/2012)*.
- Stevens, C., & Makhija, M.** The effect of foreign firm cohorts on political risk. *Brown Bag Seminar: University of Wyoming College of Business (10/2010)*
- Kistruck, G., Stevens, C., Morris, S., & Webb, J.** Towards a Balanced Integration of Transaction Cost and Resource-Based Logics in Intermediation Theory: The Effects of Relational Multiplicity, Replication, and Corruption on the Likelihood of Intermediation. *Organization Science Summer Workshop, Bergen, Norway (5/2010)*.
- Kistruck, G., Stevens, C., & Morris, S.** Broadening the Explanatory and Predictive Power of Intermediation Theory in Management Research. *MHR Speaker Series: Fisher College of Business, The Ohio State University (4/2009)*.

## **CONFERENCE BEST PAPER PROCEEDINGS**

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- Stevens, C., & Newenham-Kahindi, A.** (2018) Part of the problem or part of the solution? MNEs, FDI, and the cycle of corruption in Africa. *Academy of Management Best Paper Proceedings*.
- Newenham-Kahindi, A., & Stevens, C.** (2017) An institutional logics approach to liability of foreignness: The case of mining MNEs in Sub-Saharan Africa. *Academy of Management Best Paper Proceedings*.
- Makarius, E., & Stevens, C.** (2016) The impact of reputation and labor market conditions on collective human capital flow. *Academy of Management Best Paper Proceedings*.
- Stevens, C., & Dykes, B.** (2012) The home country cultural determinants of firms' foreign market entry timing strategies. *Academy of Management Best Paper Proceedings*.
- Newenham-Kahindi, A., & Stevens, C.** (2012) Mining MNEs, Communities of Place and the Informal Economy: Implications for Entrepreneurship and Poverty Alleviation in Developing Countries. *Academy of Management Best Paper Proceedings*.

## **DISSERTATION**

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- Stevens, C.** (2010). *A legitimacy-based approach to political risk*. Committee: Mona Makhija (chair), Oded Shenkar, Shad Morris.



## TEACHING INTERESTS

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Consistent with my research interests, my teaching interests are in the fields of strategy and international business. In the classroom, I am able to draw both my scholarly knowledge of the subjects at hand as well as my practical knowledge from my unique work experience at a Japanese company in Japan. Additionally, having lived and worked abroad, I believe strongly in immersion classes that combine classroom learning with experiential learning overseas and am excited to have experience leading such programs to Singapore, Dubai, and Vietnam. I enjoy teaching at the undergraduate and MBA levels, and have an interest in contributing to a PhD program should the opportunity arise.

## TEACHING EXPERIENCE

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2013~present	<b>College of Business and Economics, Lehigh University</b> - MBA456 Strategic Management (full-time MBA) <i>Student ratings (averaged across all sections taught):</i> <b>5.00 / 5.00</b>
	- MBA462 Government & Society (full-time MBA, co-taught with Jim Dearden, Economics Dept.) <i>Student ratings (averaged across all sections taught):</i> <b>4.86 / 5.00</b>
	- MGT301 Strategic Management in a Global Environment (undergraduate) <i>Student ratings (averaged across all sections taught):</i> <b>4.87 / 5.00</b>
	- MGT346 International Business (undergraduate) <i>Student ratings (averaged across all sections taught):</i> <b>5.00 / 5.00</b>
	- MGT372 Global Lab (undergraduate, co-leader with Doug Mahony, <i>no teaching evaluations for this course</i> ) 2018, 2019, 2020: Singapore & Vietnam 2015, 2016, 2017: Singapore & Dubai 2014: Singapore
2010~2013	<b>College of Business, University of Wyoming</b> - Business Strategy & Policy (undergraduate) <i>Student ratings (averaged across all sections taught):</i> <b>4.62 / 5.00</b>
2007~2010	<b>Fisher College of Business, The Ohio State University</b> - Introduction to International Business (undergraduate) <i>Student ratings (averaged across all sections taught):</i> <b>4.65 / 5.00</b>
	- Business Policy (undergraduate) <i>Student ratings (averaged across all sections taught):</i> <b>4.75 / 5.00</b>
	- Introduction to International Business (2005 - 2007: Teaching Assistant for Professors Mona Makhija, Mikelle Calhoun, & Candace Martinez), <i>no teaching evaluations for teaching assistant.</i>

## **TEACHING AWARDS & RECOGNITION**

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### **University of Wyoming**

*2013 – Alpha Kappa Psi-Beta Nu Outstanding Faculty Award*

*2013 – Selected as showcase class for “Take a Trustee to Class” event*

*2012 – Junior Faculty Teaching Award*

*2012 – “Going the Extra Mile” Award – University Disability Support Services*

## **SERVICE**

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### **National and International-level service:**

#### **Editorial review board member**

*Academy of Management Journal, 2021 ~ present*

*AOM Collections, 2020 ~ present*

*Journal of World Business, 2018 ~ present*

*Journal of International Business Studies, 2013 ~ present*

*Journal of Asia-Pacific Business, 2013 ~ 2014*

#### **Conference advisory board member**

*Sustainability, Ethics, & Entrepreneurship (SEE) Conference, 2016~present*

#### **Ad hoc journal reviewer**

*Journal of International Management, 2021 ~ present*

*Management and Organization Review, 2020 ~ present*

*Academy of Management Journal, 2020 ~ present*

*International Business Review, 2019 ~ present*

*Journal of Management Studies, 2018 ~ present*

*Global Strategy Journal, 2018 ~ present*

*Asia Pacific Journal of Management, 2017~present*

*Journal of World Business, 2016~present*

- Best Reviewer Award 2018

*Journal of International Business Studies, 2013~present*

- Best Reviewer Award 2016

- Best Reviewer Award 2015

*Strategic Entrepreneurship Journal, 2013~present*

*Journal of Business Research, 2013~present*

*Corporate Governance: An International Review, 2013~present*

*Personnel Review, 2013~present*

*International Marketing Review, 2013~present*

*Journal of Asia-Pacific Business, 2011~present*

*Strategic Management Journal, 2010~present*

#### **External grant reviewer**

*Research Grants Council (RGC) of Hong Kong, 2020 ~ present*

*Israel Science Foundation, 2020 ~ present*

### **Ad hoc conference reviewer**

*Academy of Management, 2005~present*

- Best Reviewer Award 2017 (International Management Division)
- Best Reviewer Award 2008 (International Management Division)

*Academy of International Business, 2005~present*

- Best Reviewer Award 2017
- Best Reviewer Award 2016
- Best Reviewer Award 2008

*Strategic Management Society, 2012~present*

- Best Reviewer Award 2013 (Global Strategy Division)

*Western Academy of Management, 2010*

### **Conference paper development workshops**

*Academy of Management, International Management Division, 2020 (panelist)*

### **Conference session chair**

*Academy of International Business, 2015*

*Academy of Japanese Business Studies, 2019*

*Academy of Management, 2015*

*Strategic Management Society, 2013, 2014*

*Sustainability, Ethics, & Entrepreneurship (SEE) Conference, 2015*

**Management Doctoral Student Association** (Organization for minority management PhD students – part of the PhD Project)

*Faculty presenter, 2015*

*Vice President emeritus, 2010 Planning Committee*

*Vice President, 2009 Planning Committee*

*Member, 2005~2010*

### **Institution-level service:**

#### **Lehigh University**

##### ***University-level***

##### ***Search committees***

- *University president, 2021 (committee member)*

##### ***University Committees***

- *Faculty Committee on Global Affairs*
  - o *Committee chair: 2020 – present*
  - o *Committee member: 2016 – present*
- *Global Inquiry to Impact, committee member: 2018 – present*
- *Internal Review Committee for Faculty Research Grants, ad hoc reviewer: 2018*

##### ***Global Social Impact Fellowship Project***

- *Panelist & referee, 2019*

##### ***Global PreLusion***

- *Panelist on Globalization, 2017 – present*

### *Iacocca Mikunigaoka Program*

- *Lecturer on Global Business, 2018 – present*

### **College-level**

#### *Faculty advisor*

- *International Business Club, 2019 - present*

#### *College Committees*

- *College Policy Committee, 2021 - 2022*
- *Matt Melone Faculty Award selection committee, 2021 – present*
- *Database Committee, 2020 – present*
- *Undergraduate Curriculum Committee, 2017 - 2018*
- *Global Steering Committee, 2016 - 2019*

#### *Program Co-Director*

- *International Business Certificate, 2015 - present*

#### *Facilitated the hosting of visiting researchers*

- *Tetsuya Saito (Nihon University), 2016*
- *Naohiko Ijiri (Nihon University), 2016*
- *Kazuaki Sasaki (Nihon University), 2015*

#### *CBE Preview Day*

- *CBE faculty/student panelist, 2015 - present*

#### *Senior Open House*

- *CBE faculty/student panelist, 2014*

### **Department-level**

#### *Management Department Research Seminar Series*

- *Primary organizer, 2015 – 2017 and 2019 – 2020*
- *External researchers hosted: Rob Bray (U. Pennsylvania), Jonathan Doh (Villanova U.), Adam Seth Litwin (Cornell U.), Tom Dean (Colorado State U.), Paul Pavlou (Temple U.), Siri Terjesen (American U.), Katalin Takacs-Haynes (U. Delaware), Quinetta Roberson (Villanova U.).*

#### *Faculty search committees*

- *Supply chain management tenure-track or tenured position, 2021 (committee member)*
- *Entrepreneurship tenured, chaired position, 2018 (committee chair)*
- *Supply chain management professor of practice position, 2017 (committee member)*
- *Department chair position, 2014 (committee member)*

#### *Ad hoc department committees*

- *Journal list committee, 2019 – present*

### **Other activities**

#### *Presentations on areas of expertise*

- *Beta Alpha Psi honors society, March 2019 (topic: business culture of Singapore & Vietnam)*

- *MBA406 Integrative Experience, once per semester Fall 2013 through Spring 2019 (guest lecturer on global strategy)*

### **University of Wyoming**

*Executive education: Wyoming Business Leadership Institute*

- *Competitive strategy workshop, 11/1/2012*

*Football recruiting breakfast*

- *College of Business representative, 1/14/2012*

*Search committee member*

- *Management tenure-track assistant professor position, 2011, 2012*

*PhD Project Annual Meeting*

- *UW representative, 2010, 2011, 2012*

*Alpha Kappa Psi Case Competition*

- *Informal advisor, February 2011*

*Guest Speaker*

- *Modern Japanese Society & Culture (HP2151-03), 4/2/2012 (topic: business in Japan)*
- *Global Business Club, 4/19/2011 (topic: experience as expatriate in Japan)*

### **The Ohio State University**

*Fisher College of Business Committee for Educational and Professional Diversity*

- *Committee member, 2009~2010*

## **PROFESSIONAL AFFILIATIONS**

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Academy of International Business

Academy of Management (International Management Division, Business Policy and Strategy Division)

The Association of Japanese Business Studies

Beta Gamma Sigma

Strategic Management Society

## **MEDIA**

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1/27/21 – Lehigh University College of Business Kitchen Table Talk – “Business Implications of a New China Policy”: <https://youtu.be/QnzAURRUyCQ>

10/4/20 – Research on corruption in Africa featured on *Mining.com*:

<https://www.mining.com/companies-operating-in-developing-countries-find-new-way-to-counteract-corruption/>

9/20/20 – SMS blog post – “How do MNEs manage corruption abroad? New insights from sub-Saharan Africa”: <https://strategicmanagementsociety.wordpress.com/2020/09/20/how-do-mnes-manage-corruption-abroad-new-insights-from-sub-saharan-africa/>

8/31/20 – Strategic Management Society SMJ Video Abstract – “Avoid, Acquiesce ... or Engage? How to Manage Corruption Abroad”: <https://youtu.be/5AkGigdKo2w>

8/21/20 – Lehigh University College of Business This is My Research – “Avoid, Acquiesce ... or Engage? How to Manage Corruption Abroad”: <https://youtu.be/ebmUkCGHJfQ>

5/5/20 – Lehigh University College of Business Kitchen Table Talk – “Global Strategy in a World Turned Upside Down”: <https://youtu.be/lybjLXZEDJY>

5/7/18 – Quoted in Russ Banham’s blog regarding firms’ political risk management in a time of geopolitical uncertainty: <http://www.russbanham.com/2018/05/07/revolutionary-thinking-why-cfos-should-account-for-political-instability/>

4/1/18 – Interviewed by *Financial Management* about how CFOs can manage geopolitical instability: <https://www.fm-magazine.com/issues/2018/apr/account-for-political-instability.html>

8/30/17 – Featured in story on PhD Project: <https://fisher.osu.edu/news/phd-project-supporting-fishers-thought-leaders>

5/8/17 – Research featured in 2017 *Lehigh Research Review*: <http://www1.lehigh.edu/news/chinese-approaches-investment-east-africa>

12/5/16 – Quoted by *Philadelphia Inquirer* in story on Japanese entertainment firm’s entry into Philadelphia market: [http://www.philly.com/philly/business/20161205\\_Exton\\_Square\\_department-store\\_space\\_is\\_turning\\_Japanese\\_as\\_mall-entertainment\\_company\\_expands.html](http://www.philly.com/philly/business/20161205_Exton_Square_department-store_space_is_turning_Japanese_as_mall-entertainment_company_expands.html)

## **INDUSTRY EXPERIENCE**

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### **Ichimiya Group, Niihama, Japan**

2003-2004

- Part of team that designed and facilitated training and education programs and seminars for new employees and high potential managers
- Writer and co-editor of company’s quarterly newsletter and monthly online newsletter

## **LANGUAGES**

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### English

- Native speaker

### Japanese

- Full professional proficiency
- 日本語能力試験 N1 合格
- 日本漢字能力検定 3 級合格