

## MILA B. LAZAROVA

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### ACADEMIC EXPERIENCE

- 2009 – current **Simon Fraser University** **Burnaby, BC, Canada**  
*Associate Professor.* Beedie School of Business. International Business Area.  
*Associate Director.* Centre for Global Workforce Strategy.
- 2010 - 2011 **Wirtschaftsuniversität Wien** **Vienna, Austria**  
Vienna University of Economics and Business Administration  
*Visiting Professor.* November 2010-April 2011.
- 2004 –2009 **Simon Fraser University** **Burnaby, BC, Canada**  
*Assistant Professor.* Faculty of Business Administration. International Business Area.
- 2002 – 2003 **Simon Fraser University** **Burnaby, BC, Canada**  
*Instructor.* Faculty of Business Administration. International Business Area.
- 1997 – 2002 **Rutgers University** **New Brunswick, NJ, USA**  
*Research Assistant.* School of Management and Labor Relations.

### EDUCATION

- 1997-2004 **Rutgers University** **New Brunswick, NJ, USA**  
Ph.D., Industrial Relations and Human Resources, January 2004
- 1997-2000 **Rutgers University** **New Brunswick, NJ, USA**  
Master of Science, Industrial Relations and Human Resources, May 2000
- 1992-1997 **University of National and World Economics** **Sofia, Bulgaria**  
Master of International Economic Relations, July 1997
- 1995-1996 **Duke University** **Durham, NC, USA**  
Exchange scholar. Competitive scholarship award for the Virtual University International Exchange Program, sponsored by the Open Society Institute of New York and Duke University.

## REFEREED JOURNAL PUBLICATIONS

Lazarova, M., Westman, M., & Shaffer, M. (2010) Elucidating the positive side of the work-family interface on international assignments: A model of expatriate work and family performance. *Academy of Management Review*, 35: 93-117.

\* Winner of the 2011 International Human Resource Scholarly Research Award by the Human Resources Division of the Academy of Management.

Jonsen, K., Aycan, Z., Berdrow, I., Boyacigiller, N.A., Brannen, M. Y., Davison, S. C., Dietz, J., Gluesing, J., Kwantes, C. T., Lazarova, M., Madzar, S., Maloney, M. M., Maznevski, M., McDonough, E. F., Taylor, S., Thomas, D.C., Weber, T. J.. 2010. Scientific mindfulness: A foundation for future themes in international business. *Advances in International Management*, 23: 43-69

\* Winner of the 2010 Carolyn Dexter Best International Paper Award of the Academy of Management.

Kroumova, M. & Lazarova, M. (2009) Broad based incentive plans, HR practices and company performance. *Human Resource Management Journal*, 19: 355-374.

Joshi, A., Lazarova, M. & Liao, H. (2009) Getting everyone on board: The role of inspirational leadership in geographically dispersed teams. *Organization Science*, 20: 240-252.

Lazarova, M. & Taylor, S. (2009) Boundaryless careers, social capital and knowledge management: Implications for organizational performance. *Journal of Organizational Behavior*, 30: 119-139.

Thomas, D. C., Stahl, G., Ravlin, E. C., Poelmans, S., Pekerti, A., Maznevski, M., Lazarova, M. B., Elron, E., Ekelund, B. Z., Cerdin, J. L., Brislin, R., Aycan, Z., & Au, K. (2008) Cultural Intelligence: Domain and Assessment. *International Journal of Cross-Cultural Management*, 8: 123-143.

Lazarova, M. & Cerdin, J. L. (2007) Revisiting repatriation concerns: Organizational support vs. career and contextual influences. *Journal of International Business Studies*, 38 (3): 404-429.

Tung, R. L. & Lazarova, M. (2006) Brain drain versus brain gain: An exploratory study of ex-host country nationals in Central and Eastern Europe. *The International Journal of Human Resource Management*, 17(11): 1853-1872.

Lazarova, M. & Tarique, I. (2005) Knowledge transfer upon repatriation. *Journal of World Business*, 40 (4): 361-373.

Harzing, A.W.K., Fischlmayr, I., Freitas, M. E., Lazarova, M., Yaconi, L. L., Zhu, Y., Søndergaard, M., Piekkari, R., Barzantny, C., Wittenberg, K., Myloni, B., Mak, W.-M., Choudhury, S. R., Viswat, L., Mockaitis, A., Salciuviene, L., Low, J. C. K.,

Gomez Lopez, M. S., Saka, A., Den Hartog, D., Grzesiuk, A., Castro, F. B., Roberts, G., & Martínez, I. (2005) Does the use of English-language questionnaires in cross-national research obscure national differences. *International Journal of Cross-Cultural Management*, 5(2): 213-224.

Caligiuri, P. C., Lazarova, M. & Zehetbauer, S. (2004) Top managers' national diversity and boundary spanning: attitudinal indicators of a firm's internationalization. *The Journal of Management Development*, 23(9): 848-859.

Caligiuri, P. M., & Lazarova, M. (2002). A model for the influence of social interaction and social support on female expatriates' cross-cultural adjustment. *The International Journal of Human Resource Management*, 13(5): 773-783.

Lazarova, M. B., & Caligiuri, P. (2001). Retaining repatriates: The role of organization support practices. *Journal of World Business*, 36(4): 389-401.

Caligiuri, P. M., Phillips, J., Lazarova, M., Tarique, I., & Burgi, P. (2001). The theory of met expectations applied to expatriate adjustment: The role of cross-cultural training. *The International Journal of Human Resource Management*, 12 (3): 1-16.

Caligiuri, P. M., Joshi, A., & Lazarova, M. (1999). Factors influencing the adjustment of women on global assignments. *The International Journal of Human Resource Management*, 10 (2): 163-179.

#### **NON-REFEREED JOURNAL PUBLICATIONS**

Lazarova, M., Morley, M. & Tyson, S. (2008) International comparative studies in HRM and performance – The Cranet data. *International Journal of Human Resource Management*, 19 (11): 1995-2003.

Thomas, D.C., Lazarova, M. & Inkson, K. (2005) Global careers: New phenomenon or new perspectives? *Journal of World Business*, 40 (4): 340-347.

#### **REFEREED CONFERENCE PROCEEDINGS**

Westman, M., Lazarova, M., & Shaffer, M. (2008) *Elucidating the Positive Side of the Work-Family Interface on International Assignments: A Model of Expatriate Work and Family Performance*. 2008 AIB Best Paper Proceedings (Proceedings to include the top 10% of competitive papers for the conference)

Joshi, A., Lazarova, M. & Liao, H. A. (2006) *Cross-Level Study of Identification in Geographically Dispersed Teams: The Role of Inspirational Leadership*. OB division's Best Papers Proceedings, 66th Annual Academy of Management meeting, Atlanta, GA, USA (The 2006 OB Division Proceedings included top 9% of papers accepted for presentation)

Harzing, A. W., Lazarova, M. L. & 31 other country collaborators (2003) *The use of English questionnaires in cross-national research: Does cultural accommodation obscure national differences?* Proceedings of the ANZIBA (Australian & New Zealand International Business Academy) Annual Meeting, Dunedin, New Zealand. (authors listed in alphabetical order by country name)

Lazarova, M. (1999). *Labor mobility within the European Union: A literature review*. Proceedings of the 16<sup>th</sup> Annual Graduate Student Conference of the Institute of Western Europe, Columbia University, New York, NY.

### **BOOK CHAPTERS** (All book chapters reviewed, some blind-peer-refereed)

Dany, F., Lazarova, M. & Mayrhofer, W. (under review) *Careers across national contexts*. Book chapter submitted for C. Brewster & Mayrhofer, W. (Eds) *Handbook of Comparative Human Resource Management*

Lazarova, M. & Thomas, D. (under review). Expatriate adjustment and performance revisited. Book chapter submitted for G. Stahl, Björkman, and Morris, C. (Eds). *Handbook of Research in International Human Resource Management*, 2<sup>nd</sup>ed. Edward Elgar.

Caligiuri, P. & Lazarova, M. (2008) *Work-life balance on global assignments*. Book chapter accepted for publication in S. Poelmans & P. Caligiuri (Eds.) *Harmonizing Work, Family and Personal Life in Organizations: From Policy to Practice*. Cambridge University Press.

Lazarova, M. & Lowe, M. (2008) *Work and family: Research in cross national and international contexts*. In Smith, P.B., M. F. Peterson, & D. C. Thomas (Eds.) *Handbook of Cross-Cultural Management Research* (pp. 185-200). Thousand Oaks, CA: Sage Publications.

Lazarova, M. (2006) *International human resource management in a global perspective*. In M. J. Morley, N. Heraty & D. Collings (Eds.) *International Human Resource Management and International Assignments* (pp. 24-51). Palgrave Macmillan.

Thomas, D. C. & Lazarova, M. (2006) Expatriate adjustment and performance: A critical review. In Stahl, G. & I. Bjorkman (Eds.) *Handbook of Research in International Human Resource Management* (pp. 247-264). Edward Elgar Publishing.

Joshi, A. & Lazarova, M. (2005) Do “global” teams need “global” leaders? Identifying leadership competencies in multinational teams. In D. Shapiro, J. Cheng, & M. Von Glinow (Eds.) *Managing Multinational Teams: Perspectives from Global Scholars* (pp. 281-302). Elsevier.

Lazarova, M., Caligiuri, P. & Tarique, I. (2005) Training, learning and development in MNCs. In Scullion, H., & M. Linehan (Eds.) *International Human Resource Management: A Critical Text* (pp.71-90). New York: Palgrave Macmillan

Caligiuri, P. C., & Lazarova, M. (2005) Expatriate assignments and work-family conflict. In Poelmans, S. A. Y. (Ed.) *International Research in work and family*. (pp. 121-146) Mahwah, NJ: Lawrence Erlbaum Associates, Inc.

Lazarova, M. & Caligiuri, P. (2003) Repatriation and knowledge management. In Harzing, A. W. & Van Ruysseveldt (Eds.) *International HRM: 2nd edition*. (pp. 333-356). Thousand Oaks, CA: Sage Publications.

Caligiuri, P. M., & Lazarova, M. (2001) Strategic repatriation policies to enhance global leadership development. In M. Mendenhall, T. Kuehlmann, & G. Stahl (Eds.). *Developing Global Business Leaders: Policies, Processes and Innovations* (pp. 243-256). Westport, CT: Quorum Books.

## HONORS, AWARDS AND RECOGNITIONS

*2011 International Human Resource Scholarly Research Award, Human Resources Division, Academy of Management*. Co-recipient for *Elucidating the positive side of the work-family interface on international assignments: A model of expatriate work and family performance*, published in *Academy of Management Review*, 35: 93-117 (with M. Westman and M. Shaffer).

*2010 Carolyn Dexter Best International Paper Award of the Academy of Management*. Co-recipient for *Scientific Mindfulness: A foundation for future themes in international business* (with K. Jonsen & 13 co-authors)

*2008 Outstanding Reviewer Award. International Management Division of the Academy of Management*. (Award granted to those receiving multiple Best Reviewer Awards in the 2004-2008 period; 7 awards granted in the IM division with over 2,900 members)

*2008, 2007, 2006, 2005, and 2002 Best Reviewer Award. International Management Division of the Academy of Management*.

*Best Paper Award (Work/Life Balance Stream). ACREW /KCL 2006 Conference*. Recipient for *Re-examining what we believe we know: Does organizational support for career development and work/life balance influence retention?*

*2005 Excellence in Research Award (Junior Faculty). Faculty of Business Administration, Simon Fraser University (award granted in 2006)*

## WORK SUBMITTED FOR REVIEW

Lazarova, M. & Reichel, A. (under review). The effects of devolvement and outsourcing on the strategic integration of HR departments. *Human Resource Management*.

## RESEARCH IN PROGRESS

Thomas, D & Lazarova, M. *Managing people globally: Essentials of International Human Resource Management*. Book under contract with Sage Publications.

Lazarova, M. & Reichel, A. *Outsourcing, devolvement and the role of the HR department*.

Kroumova, M. & Lazarova, M. *Cultural values and compensation practice: The importance of congruence*.

Lazarova, M. *Work-life balance and career success: How are they related and what role do organizations play?*

Cerdin, J.-L. & Lazarova, M. *Representations and perceptions of international mobility*.

Lazarova, M. & Taylor, S. *Career management and social capital in MNCs*.

## CONFERENCE PRESENTATIONS

Reichel, A & Lazarova, M. *The Outsourcing and devolvement of HR activities and their impact on HR department power*. Paper accepted for presentation at the 71<sup>st</sup> Annual Academy of Management meeting to be held in San Antonio, TX (August 2011).

Kroumova, M. & Lazarova, M. *Flexible Work Arrangements in Europe and North America – HRM Practices and Cultural Factors that Promote their Use/Disuse*. Paper accepted for presentation at the 2011 Annual Academy of International Business meeting to be held in Nagoya, Japan (June 2011).

Kroumova, M. & Lazarova, M. (2011, June) *Does culture moderate the relationship between incentives and performance?* Paper presented at the 11<sup>th</sup> EURAM Annual Conference to be held in Tallinn, Estonia.

Shaffer, M., Westman, M. & Lazarova, M. (2010, August) *Family performance: Construct definition and measurement*. Paper in Reiche, S. (Chair) *More than once in a lifetime: Individual transitions across role, career and geographical boundaries*. Symposium presented at the 70th Annual AOM Meeting, Montreal, QC.

Cerdin, J.-L. & Lazarova, M. (2010, August) *International mobility and global careers*. In Collings, D. (Facilitator) *Global careers: Content, choices, and consequences*. Symposium presented at the 70th Annual AOM Meeting, Montreal, QC.

Jonsen, K., Lazarova, M. & 13 authors. *Scientific mindfulness: A foundation for future themes in international business*. Paper presented at the 70th Annual AOM

Meeting, Montreal, QC. Winner of the *2010 Carolyn Dexter Best International Paper Award*.

Taylor, S. & Lazarova, M. (2010, June) *Career management and social capital in MNCs*. Paper presented at the 2010 Annual AIB Meeting, Rio de Janeiro, Brazil.

Kroumova, M. & Lazarova, M. (2010, June) *Understanding the use of variable pay practices across cultures and its effect on firm performance*. Paper presented at the 2010 Annual AIB Meeting, Rio de Janeiro, Brazil.

Taylor, S. & Lazarova, M. (2009, August) *The effect of social capital on career management in MNCs*. Paper presented at the 69th Annual Academy of Management meeting, Chicago, IL, USA

Lazarova, M. (2009, July). *Within- and across- domain relationships between career development and work/life balance support practices, career development and work/life balance, and employee attitudes*. Paper presented at the 3rd International Work Family Conference, IESE, Barcelona, Spain.

Cerdin, J.-L. & Lazarova, M. (2009, July) *Perceptions of International mobility*. Paper presented at the 2009 Academy of International Business Annual Conference, San Diego, CA, USA

Cerdin, J.-L. & Lazarova, M. (2008, August) *Representations and perceptions of international mobility*. In Lazarova, M. & Cerdin, J.-L. (Chairs) *The New Global Nomads: Examining diverse forms of international mobility*. Symposium presented at the 68th Annual Academy of Management meeting, Anaheim, CA, USA

Westman, M., Lazarova, M., & Shaffer, M. (2008, July) *Elucidating the positive side of the work-family interface on international assignments: A model of expatriate work and family performance*. Paper presented at the 2008 Academy of International Business Annual Conference, Milan, Italy (Paper included in the AIB Best Paper Proceedings)

Thomas, D.C., Lazarova, M. L., & 11 co-authors (listed in reverse alphabetical order). (2008 July) *Development of the cultural intelligence assessment*. Paper presented at the 2008 Academy of International Business Annual Conference, Milan, Italy.

Lazarova, M. & Taylor, S. (2007, August). *Boundaryless careers and social capital in multinational companies*. In H. H. Larsen (Chair) *The development of social capital for knowledge-sharing purposes in multinational corporations*. Symposium presented at the 67th Annual Academy of Management meeting, Philadelphia, PA.

Dany, F., Hatt, F., Lazarova, M. & Mayrhofer, W. (2007, August) *One world, one flow? HR practices to manage organizational careers - a comparative study*. In M. Lazarova (Chair) *Commonalities, differences and HR implications of careers across national contexts*. Symposium presented at the 67th Annual Academy of Management meeting in Philadelphia, PA.

Westman, M, Shaffer, M., & Lazarova, M. (2007, August) A positive perspective of the work-family interface on international assignments. In J. Greenhaus (Chair) *"On the Sunny Side of the Street": Exploring the positive side of the work-family interface*. Symposium presented at the 67th Annual Academy of Management meeting in Philadelphia, PA.

Joshi, A. & Lazarova, M. (2007, July) *Keeping in touch and having a say: The influence of employee cultural values and communication with the work group on commitment in global virtual settings*. Paper presented at the 2007 Annual meeting of the Academy of International Business, Indianapolis, IN.

Lazarova, M. & Lowe, M. (2007, June) *Work and family: Research and practice in cross-national and international contexts*. Paper presented at the 9th International Human Resource Management meeting, Tallinn, Estonia.

Joshi, A., Lazarova, M. & Liao, H. A. (2006, August) *Cross-level study of identification in geographically dispersed teams: the role of inspirational leadership*. Paper presented at the 66th Annual Academy of Management meeting, Atlanta, GA, USA (Paper included in the OB division's Best Papers Proceedings)

Lazarova, M. & Cerdin, J.-L. (2006, August) Frustrated or proactive repatriates? Integrating traditional and emerging views of repatriate turnover. In M. Kramer (Chair) *Around the world in eighty ways: New and nuanced perspectives of international assignments*. Symposium presented at the 66th Annual Academy of Management meeting, Atlanta, GA, USA

Joshi, A. & Lazarova, M. (2006, August) Culture and dispersion in global virtual teams: Do they influence identification and performance outcomes? In M. Lazarova (Chair) *Effective functioning of multicultural teams: New perspectives on context, cultural diversity, and personal dynamics*. Showcase symposium presented at the 66th Annual Academy of Management meeting, Atlanta, GA, USA

Lazarova, M. (2006, July). *Re-examining what we believe we know: Does organizational support for career development and work/life balance influence retention?* Paper presented at the ACREW /KCL 2006 Conference, Monash University Prato Centre, Prato, Italy. Winner of *Best Paper Award*, Work/Life Balance stream.

Lazarova, M., Westman, M., & Shaffer, M. (2006, July). *Work-family interface among expatriates: An integrative framework*. Paper presented at the ACREW /KCL 2006 Conference, Monash University Prato Centre, Prato, Italy.

Dany, F., Guedri, Z., Hatt, F., Lazarova, M., & Mayrhofer, W. (2006, July) *Careers around the world: What can be drawn from a comparison of HR practices in different national contexts?* Paper presented at the 22<sup>nd</sup> European Group for Organizational Studies (EGOS) Colloquium in Bergen, Norway.

Lazarova, M. & Taylor, S. (2006, June). *Boundaryless careers and social capital in MNCs: Implications for coordination and knowledge sharing*. Paper presented at the 2006 AIB Conference, Beijing, China.

Joshi, A. & Lazarova, M., Hui, L. (2005, August) Leading multinational teams: Inspiring commitment across distance and time zones. In A. Joshi (Chair) *Leveraging diversity in virtual settings: promises, challenges, and directions for future research*. Symposium presented at the 65th Annual Meeting of the Academy of Management, Honolulu, Hawaii, USA.

Lazarova, M. & Tarique, I. (2005, July) *Knowledge transfer and boundaryless careers in the repatriate context*. Paper presented at the Annual Meeting of the Academy of International Business, Quebec City, QC, Canada.

Lazarova, M. & Cerdin, J.-L. (2005, July) *Revisiting repatriation concerns: Organizational support vs. career and contextual influences*. Paper presented at the Annual Meeting of the Academy of International Business, Quebec City, QC, Canada.

Lazarova, M. (2005, July). *Work-life balance and career success: How are they related and what role do organizations play?* Paper presented at the Founding Conference of the International Centre of Work and Family, IESE, Barcelona, Spain.

Tung, R. L. & Lazarova, M. (2004, August) Ex-host-country nationals in Central and Eastern Europe. In M. Lazarova (Chair) *Global careers and human resource development: emerging IHRM perspectives*. Symposium presented at the 64th Annual Academy of Management Meeting, New Orleans, LA, USA.

Caligiuri, P. & Lazarova, M. (2004, July) Work-life balance and the effective management of global assignees. In R. Tung (Chair) *New perspectives on international assignment*. Symposium presented at the 2004 Annual Academy of International Business Conference, Stockholm, Sweden.

Harzing, A. W., Lazarova, M. & 31 other country collaborators (2003, November). *The use of English questionnaires in cross-national research: Does cultural accommodation obscure national differences?* Paper presented at the ANZIBA (Australian & New Zealand International Business Academy) Annual Meeting, Dunedin, New Zealand.

Tarique, I. & Lazarova, M. (2003, August). Knowledge management and boundaryless careers: The role of adaptive expertise and time horizons. In M. Lazarova (Chair) *Global careers: Considerations in a boundaryless world*. Symposium presented at the 63<sup>rd</sup> Annual Academy of Management Meeting, Seattle, WA, USA.

Lazarova, M. (2002, August) Repatriation in French multinationals: Traditional propositions and new research directions. In J. L. Cerdin (Chair) *Beyond Expatriation: New themes in expatriate research*. Symposium presented at the 62<sup>nd</sup> Annual Academy of Management Meeting, Denver, CO, USA.

Lazarova, M. (2002, August) *Organizational programs and psychological centrality for retention of professional employees*. Paper presented at the 62<sup>nd</sup> Annual Academy of Management Meeting, Denver, CO, USA.

Caligiuri, P. M., Lazarova, M., & Tarique, I. (2001, August). The performance goals of expatriate assignments: Using assignment categories to determine selection, cross-cultural training, and repatriation practices. In D. Harrison & M. Shaffer (Chairs) *Beyond expatriate adjustment: Multi-temporal, multi-dimensional, and multi-source evidence about consequences of international assignments*. Symposium presented at the 61<sup>st</sup> Annual Academy of Management Meeting, Washington, DC, USA.

Caligiuri, P. M., Tarique, I., & Lazarova, M. (2001, August). Strategic IHR from a training and development perspective. In H. De Cieri (Chair). *International human resource strategies: New perspectives, new work*. Symposium presented at the 61<sup>st</sup> Annual Academy of Management Meeting, Washington, DC, USA.

Caligiuri, P., Lazarova, M., & Zehetbauer, S. (2001, June). *Top managers' national diversity and boundary spanning: Attitudinal indicators of a firm's internationalization*. Paper presented at The Global HRM Conference, Barcelona, Spain.

Lazarova, M. & Caligiuri, P. (2001, April). The influence of social interaction and social support on female expatriates' cross-cultural adjustment. In P. M. Caligiuri (Chair) *Female expatriates: New insights and trends*. Paper presented at the 16<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA, USA.

Lazarova, M. & Caligiuri, P. (2000, August). Retaining global leaders through organizational support programs: A test of the psychological contract. In P. M. Caligiuri (Chair) *International HR strategies for developing and retaining global leaders*. Symposium presented at the 60<sup>th</sup> Annual Academy of Management Meeting, Toronto, Canada.

Caligiuri, P. M., Phillips, J., Lazarova, M., & Tarique, I. (2000, August). The theory of met expectations applied to the cross-cultural adjustment of expatriates in Asia. In D. J. Campbell (Chair) *Low context assumptions, high context solutions: Contingencies for predicting expatriate adjustment in Asia*. Symposium presented at the 60<sup>th</sup> Annual Academy of Management Meeting, Toronto, Canada.

Lazarova, M. (2000, March). *Psychological contract and repatriate intention to turnover*. Paper presented at the 21<sup>st</sup> Annual Industrial and Organizational Psychology/Organizational Behavior Graduate Student Conference, The University of Tennessee, Knoxville, TN, USA.

Lazarova, M. (1999, March). *Labor mobility within the European Union: A literature review*. Paper presented at the 16<sup>th</sup> Annual Graduate Student Conference of the Institute of Western Europe, Columbia University, New York, NY, USA.

Caligiuri, P. M., Joshi, A., & Lazarova, M. (1998, April). Blazing trails on foreign soil: Women on global assignments. In P. Caligiuri (Chair) *Climbing ladders and breaking glass ceilings: Women in non-traditional careers*. Paper presented at the 13<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Dallas, TX, USA.

## INVITED PRESENTATIONS

Lazarova, M. (January, 2011). Steps towards understanding global mobility. Wirtschaftsuniversität Wien, Vienna, Austria.

Lazarova, M. (March 2011). Representations of global mobility. ESSEC, France.

Joshi, A. & Lazarova, M. (November 2004). Studying global teams: Going behind the scenes. PhD workshop, SMLR, Rutgers University, NJ, USA

## PROFESSIONAL ACTIVITIES – CONFERENCE PARTICIPATION

*Organizer & Presenter.* Cross-cultural research using international networks: Lessons from two global collaborations. Caucus accepted for presentation at the 71<sup>st</sup> Annual AOM Meeting to be held in San Antonio, TX (August 2011).

*Discussant.* (June 2011). HR management in 21<sup>st</sup> century organizations. Track in the 11<sup>th</sup> Annual EURAM conference.

*Organizer.* (August 2010) How to write, edit, publish and sell books to researchers, teachers and managers. Caucus presented at the 70th Annual AOM Meeting, Montreal, QC.

*Organizer & Presenter.* (August 2010) Current research methods in work-life research. Professional Development Workshop presented at the 70th Annual AOM Meeting, Montreal, QC.

*Organizer & Facilitator* (with J.-L. Cerdin) (August 2008) The new global nomads: Examining diverse forms of international mobility. Symposium presented at the 68th Annual Academy of Management meeting, Anaheim, CA, USA

*Discussant* (August 2008) Facilitating successful expatriate assignments and repatriation. Paper session presented at the 68th Annual Academy of Management meeting, Anaheim, CA, USA.

*Chair* (August 2008) Organizing for cross-border knowledge flow. Paper session presented at the 68th Annual Academy of Management meeting, Anaheim, CA, USA.

*Organizer and Chair* (August, 2007) Commonalities, differences and HR implications of careers across national contexts. Symposium presented at the 67th Annual Academy of Management meeting, Philadelphia, USA.

*Organizer* (August, 2007) On the Sunny Side of the Street’’: Exploring the positive

side of the work-family interface. Symposium presented at the 67th Annual Academy of Management meeting, Philadelphia, USA.

*Organizer and Chair* (August, 2006) Effective functioning of multicultural teams: New perspectives on context, cultural diversity, and personal dynamics. Showcase Symposium presented at the 66th Annual Academy of Management meeting, Atlanta, GA, USA.

*Organizer and Chair* (with A. Joshi) (August, 2005). That certain global something...: Conceptualizing and measuring "global competencies". Professional Development Workshop organized for the 65th Annual Meeting of Academy of Management, Honolulu, Hawaii, USA.

*Presenter* (August, 2005). Playing the U.S. publishing game: Tacit rules for publishing from outside North America. Professional Development Workshop, 65th Annual Meeting of Academy of Management, Honolulu, Hawaii, USA.

*Discussant* (August, 2005). The expatriate's career. Symposium presented at the 65th Annual Meeting of Academy of Management, Honolulu, Hawaii, USA.

*Chair* (July, 2005) International HRM practices. Symposium presented at the Annual Meeting of the Academy of International Business, Quebec City, PQ, Canada.

*Facilitator*. (August, 2004) Transferring knowledge across borders. Interactive paper session presented at the 64<sup>th</sup> Annual Academy of Management Meeting, New Orleans, LA.

*Organizer and Chair*. (August, 2004) Global careers and human resource development: Emerging IHRM perspectives. Showcase Symposium presented at the 64<sup>th</sup> Annual Academy of Management Meeting, New Orleans, LA.

*Participant*. (August, 2004) Junior Faculty consortium of the International Management Division at the 64<sup>th</sup> Annual Academy of Management Meeting, New Orleans, LA.

*Organizer and Chair*. (August, 2003) Global careers: Considerations in a boundaryless world. Showcase symposium presented at the 63<sup>rd</sup> Annual Academy of Management Meeting, Seattle, WA.

*Organizer*. (August, 2002) Beyond expatriation: New themes in expatriate research. Symposium presented at the 62<sup>nd</sup> Annual Academy of Management Meeting, Denver, CO.

*Organizer and Chair*. (August, 2001) Breaking glass borders: Women on global assignments. Symposium presented at the 61<sup>st</sup> Annual Academy of Management Meeting, Washington, D.C.

*Participant.* (August 2001) Doctoral consortium of the Human Resources Division at the 61<sup>st</sup> Annual Academy of Management Meeting, Washington, D.C.

*Participant.* (August 2000) Doctoral consortium of the International Management Division at the 60<sup>th</sup> Annual Academy of Management Meeting, Toronto, Canada.

## **PROFESSIONAL ACTIVITIES – REVIEWING**

*Special Issue Editor* (2007-2008). CRANET Special Issue of the International Journal of Human Resource Management.

*Special Issue Editor* (2004-2005). Special Issue on Global Careers, Journal of World Business.

*Member of the Editorial Boards* of the Journal of World Business (from 2007), the International Journal of Cross-Cultural Management (from September 2008), Human Resource Management Journal (from January 2009), and the Journal of International Business Studies (from July 2010)

*Reviewer* for the Human Resources and the International Management Divisions of the Academy of Management Annual meetings (2001-2008)

*Reviewer* (2011) 11<sup>th</sup> Annual European Academy of Management (EURAM) Conference.

*Reviewer* (2005). 8<sup>th</sup> Conference on International Human Resource Management

*Reviewer* (2005, 2007, 2010). Academy of International Business Annual Conference

*Ad-hoc reviewer.* Canadian Journal of Administrative Sciences, Career Development International, Human Resource Management, International Journal of Human Resource Management, Journal of Human Resource Management, Journal of Organizational Behavior, Organizational Behavior and Human Decision Processes, Thunderbird International Business Review.

## RESEARCH FUNDING

- 2008 Social Sciences and Humanities Research Council of Canada  
Standard Research Grant: C\$ 79,644
- 2006 Faculty of Business Administration Research Initiative  
Grant to support the creation of a PhD Research Seminar Series (on behalf of the  
PhD Committee): C\$ 7,200
- Faculty of Business Administration Research Initiative  
Grant to support the completion of a paper with Dr. Sully Taylor, from Portland  
State University: C\$ 1,990
- 2004 Social Sciences and Humanities Research Council of Canada  
Skills Research Initiative Grant: C\$ 25,000
- 2004 President's Research Grant  
Simon Fraser University: C\$ 9,850
- 2002 Funding for Dissertation research:  
Alumni Association, Rutgers Business School: \$1,200  
Center for Women and Work, Rutgers University: \$500  
Graduate School, Rutgers University: \$500

## TEACHING EXPERIENCE

- 2002-current **Simon Fraser University**
- BUS 346 International Business (Undergraduate level)
  - BUS 380 Comparative Management (Undergraduate level)
  - BUS 432 International Human Resource Management (Undergraduate level)
  - BUS 499 Directed Studies (Undergraduate level)
  - BUS 884 Cross-cultural management (Graduate level)
  - BUS 885 International Human Resource Management (Graduate level)
  - BUS 999: IB MBA Applied projects (Graduate level)
- 1999-2002 **Rutgers, the State University of New Jersey**
- 37:575:230 Human Resource Issues in the Workplace (Undergraduate level)
  - 38:533:542 HR Decision Making: Data-Based Decisions (Master's level)  
(Teaching Assistant for Dr. Stan Gully)

38:533:665 Managing the Global Workforce (Master's level) (IBM Long Distance Program)

### **STUDENT SUPERVISION - MBA**

Supervisor for: Jessica Chen (Ji), MBA student, "An investigation of post-M&A satisfaction in a public accounting firm in China" (Thesis completed, Summer 2007)

Michele Tung, MBA student, "Mainland Chinese Managers Perception of Foreign Partners" (Thesis completed, Spring 2004)

Reader for: Ciska Asriel, MBA student, "Product Placement Effectiveness: A Cross-cultural Analysis" (Thesis completed, Fall 2006)

Michael Jin, MBA student, "Effect of English Language Proficiency on Chinese Immigrants' Cross-Cultural Adjustment to Canada: The Mediating Effect of Communication Competence" (Thesis completed, Summer 2003)

### **STUDENT SUPERVISION - PHD**

Committee member for:

Stacey Fitzsimmons. Tentative Dissertation Title: *Multiple modes of biculturalism: Antecedents and consequences*. Committee Chair: David C. Thomas, Simon Fraser University.

Majid Ghorbani. Tentative Dissertation Title: *Personality and ethnic ties: Determinants of internationalization and market entry mode for entrepreneurial firms*. Committee Chair: Rosalie L. Tung, Simon Fraser University.

Echo Liao. Tentative Dissertation Title: *Performance-related feedback in multicultural organizations: The role of regulatory focus and feedback framing*. Committee Chair: David C. Thomas, Simon Fraser University.

Melissa McCrae. Committee Chair: Rick Iverson, Simon Fraser University.

### **EXTERNAL EXAMINER**

B. Sebastian Reiche (2007) *Knowledge sharing through inpatriate assignments in multinational corporations: A social capital perspective*. Doctoral Dissertation at the Department of Management and Marketing, University of Melbourne, Australia.

Pamela Lirio (2010) *Beyond the expatriate model: An exploration of global work and reconciliation of work and family demands among global generation X managers in dual career families*. Doctoral dissertation at the Department of Management, McGill University, Montreal, QC.

## OTHER WORK EXPERIENCE

- 1996            **Amoco Bulgaria Petroleum Products Co., Ltd.**            **Sofia, Bulgaria**  
*Site Analyst.* Participated in site probability analyses for over 10 sites in 4 cities in Bulgaria. Interacted with the Amoco Europe headquarters to implement the Eastern European market penetration strategy. Facilitated contract and lease negotiations. Scanned, interviewed and participated in the selection of personnel for the Real Estate Department. Interpreted for senior Amoco Bulgaria management.
- 1995            **Gamma Sofia (computer integrated and consultants)**    **Sofia, Bulgaria**  
*Intern.* Assisted senior management in designing and implementing Human Resource function. Drafted HR policies and procedures.
- 1991            **Bulgarian Association for Fair Elections and Civil Rights** **Sofia, Bulgaria**  
*Coordination Assistant.* Set up polls and public opinion surveys, organized seminars and conferences, introducing the newly passed Election Law, processed the results from parliamentary and presidential elections.
- 1990-92        **First English Language High School**                            **Sofia, Bulgaria**  
*Technical Assistant.* Data-processed entrance exams scores.

## SERVICE

- 2008 (Sept-Dec) **PhD Committee.** Faculty of Business Administration, Simon Fraser U., *Member*
- 2007-2008    **TPC Committee.** Faculty of Business Administration, Simon Fraser U., *Member.*
- 2005-2007    **PhD Committee.** Faculty of Business Administration, Simon Fraser U., *Member.*
- 2002-2005    **International Activities Committee.** Faculty of Business Administration, Simon Fraser U., *Member.*
- 2001-2008    **Membership Involvement Committee** of the International Management Division of the Academy of Management. *Country representative for Bulgaria.*
- 2005-2007    **Vancouver Jazz Festival.** *Volunteer.*
- 2000-2002    **Parking and Transportation Committee,** *Graduate Students Association Representative,* Rutgers University.
- 2000-2001    **TA Liaison Committee,** *SMLR Representative,* Rutgers University.
- 1993            **Summer Olympic Games for the Deaf (Sofia, Bulgaria).** *Volunteer.* Worked for the Sofia Organizing Committee. Official representative of the Hong Kong team.

## **PROFESSIONAL AFFILIATIONS**

Academy of Management, *member*  
Academy of International Business, *member*  
Society for Human Resource Management, *member* (1999-2004)

## **OTHER HONORS, AWARDS AND RECOGNITIONS**

*Merit Scholarship* (1992-1997). University of National and World Economics, Sofia, Bulgaria.

*Full Honors Scholarship. Dean's List with Distinction* (1995-1996). Duke University, Durham, NC.

*Valedictorian*. First English Language High School. Sofia, Bulgaria