**Mila B. Lazarova**

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British Columbia, CANADA V6C 1W6

**Academic Experience**

2009 – current **Simon Fraser University Burnaby, BC, Canada**

*Associate Professor*. International Business Area. Beedie School of Business.

2012 – current *Canada Research Chair* in Global Workforce Management.

2012 – current *Director*. Centre for Global Workforce Strategy.

2011 – 2016 *Area Coordinator*. International Business Area. Beedie School of Business.

2009-2012 *Associate Director*. Centre for Global Workforce Strategy.

2010 - 2011 **Wirtschaftsuniversität Wien Vienna, Austria**

Vienna University of Economics and Business Administration

*Visiting Faculty.* 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.

**Books**

Lazarova, M., Thomas, D., & Farndale, E. (in progress) *Managing people globally: Essentials of International Human Resource Management*. Cheltenham, UK: Edward Elgar Publishing.

Gunz, H., Lazarova, M, & Mayrhofer, W. (Eds). (2020) [*The Routledge Companion to Career Studies*](javascript:void(0)). London: Routledge.

Thomas, D & Lazarova, M. (2014) *Managing people globally: Essentials of International Human Resource Management*. Sage Publications.

Parry, E., Stavrou, E., & Lazarova, M. (Eds.). (2013) *Global trends in human resource management*. Hampshire, UK: Palgrave Macmillian.

Lazarova, M., Morley, M. J., Tyson, S. (Eds.) (2011). *International human resource management: Policy and practice*. London: Routledge.

\* Reprint of the 2008 Special Issue of the *International Journal of Human Resource Management:* *International Comparative Studies in IHRM and Performance*.

**Refereed journal publications**

DeCieri, H. & Lazarova, M. (in press) “Your Health and Safety is of Utmost Importance to Us”: A Review of Research on the Occupational Health and Safety of International Employees. Accepted for publication, *Human Resource Management Review*.

Andresen, M., Apostori, E., Gunz, H.,…..Lazarova, M.,….Zikic, J. (50 authors). (2020) Careers in context: An international study of career goals as mesostructure between societies' career-related human potential and proactive career behavior. *Human Resource Management Journal,* 30 (3): 365-391.

Dello Russo, S., Parry, E., Bosak, J., Andresen, M., Apospori, E., Bagdadli, S., Chudzikowski, K., Dickmann, M., Ferencikova, S., Gianecchini, M., Hall, D. T., Kaše, R., Lazarova, M., & Reichel, A. (2020). Still feeling employable with growing age? Exploring the moderating effects of developmental HR practices and country-level unemployment rates in the age – employability relationship. *International Journal of Human Resource Management*, 31(9): 1180-1206.

Hajro, A., Stahl, G., Clegg, C., & Lazarova, M. (2019). [Acculturation, Coping and Integration Success of International Skilled Migrants: An Integrative Review and Multi-Level Framework](https://bura.brunel.ac.uk/handle/2438/17060). *Human Resource Management Journal,* 29(3), 328-352.

Smale, A., Bagdadli, S., Cotton, R., Dello Russo, S., Dickmann, M., Dysvik, A., Gianecchini, M., Kaše, R., Lazarova, M., Reichel, A., Rozo, P., Verbruggen, M. (2019). Proactive career behaviors and subjective career success: The moderating role of national culture. *Journal of Organizational Behavior, 40*(1), 105-122.

Burmeister, A., Lazarova, M. B., Deller, J. (2018). [Repatriate knowledge transfer: Antecedents and boundary conditions of a dyadic process](javascript:void(0)). *Journal of World Business*, 53 (6), 806-816.

Lazarova, M., Peretz, H., Fried, Y. (2017)*.* Locals know best? Subsidiary autonomy and subsidiary performance. *Journal of World Business*, 52(1): 83-96*.*

\* Winner of the 2019 GLOBE Best Research Paper Award

Shaffer, M., Reiche, S., Dimitrova, M., Lazarova, M., Chen, S., & Westman, M. (2016). Work and family role adjustment of different types of global professionals: Scale development and validation. *Journal of International Business Studies*, 47(2), 113-139.

Caligiuri, P., Baytalskaya, N., Lazarova, M. (2016). Cultural Humility and Low Ethnocentrism as Facilitators of Expatriate Performance. *Journal of Global Mobility*, 4(1): 4-17.

\* Highly Commended paper in the 2017 Emerald Literati Network Awards for Excellence.

Thomas, D.C., Liao, Y., Aycan, Z., Cerdin, J.-L., Ravlin, E. C., Stahl, G.K., Lazarova, M., Fock, H., Arli, D., Moeller, M. & van der Vijver, F. (2015) Cultural intelligence: A short, theory-based measure. *Journal of International Business Studies*, 46 (9), 1099-1118.

Lazarova, M., Cerdin, J-L., Liao, Y. (2014) The Internationalism career anchor: A validation study. *International Studies of Management and Organization.* 44(2): 9-33.

Chen, Y.-P., Shaffer, M. A., Westman, M, Chen, S., Lazarova, M., Reiche, S. (2014) Family role performance: Scale development and validation. *Applied Psychology: An International Review*, 63(1): 190-218.

Reichel, A. & Lazarova, M. (2013) The effects of outsourcing and devolvement on the strategic position of HR departments. *Human Resource Management*, 52 (6): 923-946.

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, 3*5: 93-117.

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

\* Reprinted in S. Poelmans, J. Greenhaus, & M. Las Heras (Eds.). 2012. *Expanding the boundaries of work-family research: A vision for the future*. Palgrave McMillian (pp.227-332)

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 Awardof 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.

**Work currently under review**

Lazarova, M., Dimitrova, M., Dickmann, M., Brewster, C., & Cerdin, J.L. *<*title withheld> Revise and resubmit (3nd round), *Journal of World Business*.

Bagdadli, S., Gianecchini, M., Andresen, M., Cotton, R., Kaše, R., Lazarova, M., Smale, A., Bosak, J., Broscoe, J., Chudzikowski, K., Dello Russo, S., Reichel, A. <title withheld> Conditional accept, *Journal of Organizational Behavior.*

Costea, E., Parry, E. Gooderham, P, Morley, M. Lazarova, M. <title withheld> Revise and Resubmit (2nd round), *Human Resource Management Journal*.

Andresen, M., Aposotori, E., Lazarova, M., Cotton, R., Dickmann, M., Bosak, J., Kase, R., Smale, A. <title withheld> Revise and Resubmit, *Human Resource Management Journal*.

Reichel, A., Apostori, E, Lazarova, M., Afiouni, F., Andresen, M., Bagdadli, S., Bosak, J, Briscoe, J., Gianecchini, M., Parry, E, Suzanne, P., Taniguchi, M. <title withheld>Revise and resubmit (3rd round), *Human Resource Management Journal*.

Kozhikode, R., Kumar, M., and Lazarova, M. <title withheld>. Submitted to *Academy of Management Discoveries*.

Reiche, B. S., Dimitrova, M., Westman, M., Chen, S., Wurtz, O., Lazarova, M., & Shaffer, M.<title withheld>. Submitted to *Human Relations.*

**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**

Dimitrova, M., Reiche, S., Westman, M., Chen, S., Wurtz, O., Lazarova, M., Shaffer, M. (2020) *Expatriate Work Role Engagement: A Conditional Crossover and Spillover Perspective*. To be included in the 2020 Academy of Management Best Papers Proceedings. (Proceedings included the top 10% of competitive papers accepted for presentation at the conference)

Kumar, M.S., Kozhikode, R.K., Lazarova, M. B. (2017).[*Socio-cultural Adaptability and Immigrant Career Progression: The Paradox of Embeddedness*](javascript:void(0)). 2017 Academy of Management Proceedings. (Proceedings included the top 10% of competitive papers accepted for presentation at the conference)

Burmeister, A. Lazarova, M, & Deller, J. (2016) *The influence of motivation, opportunity, ability, and tacitness on repatriate knowledge transfer*. 2016 Annual Academy of Management Proceedings. (Proceedings included the top 10% of competitive papers accepted for presentation at the conference)

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 included the top 10% of competitive papers presented 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 16th 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)

Lazarova, M., Reiche, S. Clegg, C. (submitted) Global mobility and forms of global work. Book chapter for Gelfand, M. & M. Erez (Eds). *The Oxford Handbook of Culture and Organizations.*

Lazarova, M. & Reichel, A. (in press). HRM outsourcing. In Parry, E., M. Morley, & C. Brewster (Eds). *Handbook on Contextual Approaches to Human Resource Management*. Oxford University Press.

Lazarova, M. & Ipek, E. (in press). “Home County” in studies of self-initiated expatriates. In Andresen, M., Brewster, C., & V. Suutari (Eds). *Mastering the Context of Self-Initiated Expatriates’ Careers: Recognizing Space, Time and Institutions.* New York: Routledge.

Akkan, E., Reiche, S., Lazarova, M. A (2020) “Change” perspective on repatriation. In Szkudlarek, B., Osland, J., Caprar, D. and L. Romani (Eds). *SAGE Handbook of Contemporary Cross-Cultural Management* (pp. 439-451). Thousand Oaks, CA: Sage.

Gunz, H., Lazarova, M, & Mayrhofer, W. (2020). Introduction. In Gunz, H., Lazarova, M, & Lazarova, M., & W. Mayrhofer (Eds). [*The Routledge Companion to Career Studies*](javascript:void(0))(pp. 1-7). London: Routledge.

Mayrhofer, W., Gunz, H., & Lazarova, M (2020). The concept of career. In Gunz, H., Lazarova, M., & W. Mayrhofer (Eds). [*The Routledge Companion to Career Studies*](javascript:void(0)) (pp. 11-24). London: Routledge.

Lazarova, M., Mayrhofer, W., Briscoe, J., Dickmann, M., Hall, D.T., & Parry, E. 2018. Comparative career studies: conceptual issues and empirical results. In Brewster, C., Mayrhofer, W. and E. Farndale (Eds.) *Handbook of Research on Comparative HRM* (2nd ed.) (pp. 257-282). Edward Elgar.

Akkan, E., Lazarova, M., & Reiche, S. 2018. [The Role of repatriation in and for global careers](javascript:void(0)). In Dickmann, M, Suutari, V., & O. Wurtz (Eds.). *The Management of Global Careers* (pp. 223-256). Cham, Switzerland: Palgrave Mamillian

Lazarova, M., McNulty, Y., & Semeniuk, M. 2015. Expatriate family narratives on international mobility: Key characteristics of the successful moveable family. In V. Suutari and L. Mäkelä (eds). *Work and Personal Life Interface of International Career Contexts*. (pp. 290-251) Heidelberg: Springer

Lazarova, M. 2015. Taking stock of repatriation research. In D. G. Collings, G. T. Wood, P. M. Caligiui (Eds.) *The Routledge Companion to International Human Resource Management* (pp.378-398). Routledge: New York.

Lazarova, M., Mayerhofer, W., & Brewster, C. 2013. “Plus ça change, plus c'est la même chose”: A longitudinal analysis of HRM work and the profile of senior HR managers. In Parry, E., Stavrou, E., & Lazarova, M. (Eds). *Global Trends in Human Resource Management* (pp. 11-34). Hampshire, UK: Palgrave Macmillian.

Parry, E., Stavrou, E., & Lazarova, M. 2013. Introduction: Human resource management across time and context: Comparative research and global trends in HRM. In Parry, E., Stavrou, E., & Lazarova, M. (Eds). *Global Trends in Human Resource Management* (pp. 1-10). Hampshire, UK: Palgrave Macmillian.

Lazarova, M. & Thomas, D. 2012. Expatriate adjustment and performance revisited. In G. Stahl, I. Björkman, and Morris, C. (Eds). *Handbook of Research in International Human Resource Management*, 2nd ed. (pp. 271-291). Glos, UK: Edward Elgar Publishing.

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. 2012. Development of the cultural intelligence assessment. In W. H. Mobley, Y. Wang, and M. Li (Eds.) *Advances in Global Leadership, vol. 7* (pp. 155-178). Bingley, UK: Emerald Group Publishing Ltd.

Lazarova, M., Dany, F., & Mayrhofer, W. 2012. Careers: A country-comparative view. In C. Brewster & Mayrhofer, W. (Eds) *Handbook of Research on Comparative Human Resource Management* (pp. 298-321). Glos, UK:

Caligiuri, P. & Lazarova, M. 2008. Work-life balance on global assignments. In S. Poelmans & P. Caligiuri (Eds.) *Harmonizing Work, Family and Personal Life in Organizations: From Policy to Practice* (pp. 94-115). 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.

Caligiuri, P., Lazarova, M., & 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. 2004. 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.

**Other research in progress**

Noerthen, D., Burmeister, A., Schildbach, J., Lazarova, M. *Knowledge Transfer via International Assignees: A meta-analysis*. Additional data analysis; manuscript in progress.

Reiche, S., Lazarova, M., Wurtz, O. & Guzman. F. *A Dyadic Perspective on Repatriate Knowledge Transfer.* Data-analysis.

# Lazarova, M., Wurtz, O., Dimitrova, M., Shaffer, M. *Global Career Success of Diplomats*. Additional data collection.

# Bader, K, Knappert, L., Lazarova, M., Ng, E. *Managing Gender Equity and Equality across Borders: Research, Practice, and Evidence-based Recommendations*. Special Issue proposal accepted at the *Human Resource Management Journal.*

**Research reports**

Lazarova, M. 2013. *Diversity: Where Do We Go Next?* Centre for Global Workforce Strategy, Beedie School of Business, Simon Fraser University.

Lazarova, M. 2012. *Aboriginal Inclusion: Sharing Lessons Learned and Best Practices*. Centre for Global Workforce Strategy, Beedie School of Business, Simon Fraser University.

**Conference presentations**

Lazarova, M. & Ipek, E. (2020, December). The relevance (or perhaps irrelevance?) of “Home County” in studies of self-initiated expatriates. Paper accepted for presentation at the 2020 EURAM meeting.

Dimitrova, M., Reiche, S., Westman, M., Chen, S., Wurtz, O., Lazarova, M., Shaffer, M. (2020, August). Expatriate Work Role Engagement: A Conditional Crossover and Spillover Perspective. Paper presented at the 2020 Academy of Management meeting.

*\* Recipient* of theIM Division Best Paper in OB/HRM/OT Award

Andersen, M. Lazarova, M. Apostori, E., Cotton, R., Dickmann, M. (2020, August). Relationship between international mobility, employability and career success: A 30 country study. Paper presented at the 2020 Academy of Management meeting.

DeCieri, H., Lazarova, M., Pettit, M. & Caillard, G. (2020, June). A review: Multinational enterprises, international work, and occupational health and safety. Paper accepted for presentation at the 16th International Human Resource Management Conference

Gianecchini, M., Bagdadli, S., Cotton, R., Kase, R., Lazarova, M., Smale, A., Bosak, J., Briscoe, J. P., Chudzikowski, K., Dello Russo, S., Reichel, A. (2020, February) Organizational career management and individual career success around the world. Paper presented at CarCon2020, 1st AOM Careers Division Community Conference. WU Vienna, Austria.

Lazarova, M., Wurtz, O., Dimitrova, M., Shaffer, M. (2020, February) Global Career Success of Diplomats. Paper presented at CarCon2020, 1st AOM Careers Division Community Conference. WU Vienna, Austria.

Reiche, S., Lazarova, M., Wurtz, O., Guzman, F. A. (2019, August) Dyadic Perspective on Repatriate Knowledge Transfer. In Lazarova, M. & Reiche, S. (Chairs) Didn't You Know? Taking Stock of Research on Knowledge Transfer through International Assignees. Symposium presented at the 2019 AOM Annual Meeting, Boston, MA, USA.

Reichel, A., Afiouni, F., Apospori, E., Bosak, J., Lazarova, M., Parry, E., Suzanne, P. (2019, August). The disabling effect of enabling social policies on organizational career management. In Andresen, M., Briscoe, J., & Apostori, E. (Chairs). Comparing Careers across Countries: New Scholarship and Directions. Symposium presented at the 2019 AOM Annual Meeting, Boston, MA, USA.

Lazarova, M., Dimitrova, M., Dickmann, M., Brewster, C., & Cerdin, J.L. (2019, July) Career management, hardship locations, and career motivation: What influences IGO expatriates’ career success? Paper presented at the 2019 AIB Annual Meeting, Copenhagen, Denmark.

DeCieri, H., Lazarova, M. Pettit, T., Caillard, G. (2019, January) Multinational Enterprises, International Work, and Occupational Health and Safety. Paper presented at HRIC 2019 (the International Conference of the HR Division of the Academy of Management), Dublin, Ireland.

Stavrou, E., Gooderham, P., Parry, E., Morley, M. & Lazarova, M. Institutional influences on the implementation of HRM in MNCs across settings: Old paths, new directions. Paper presented at HRIC 2019 (the International Conference of the HR Division of the Academy of Management), Dublin, Ireland.

Apospori, E., Dries, N., Cotton, N., Kase, R., Mayrhofer, W., Khapova, S., Briscoe, J., Dickmann, M., Eggenhofer-Rehart, P., Ferencikova, S., Gubler, M., Andresen, M., Bagdadli, M., Bakuwa, R., Bosak, J., Kim, N., Lehmann, P., Smale, A., Suzanne, P., Casado, T., Lazarova, M. (2018, January) Income inequality, comparative income, and subjective financial success: A 29-country study. Paper presented at HRIC 2019 (the International Conference of the HR Division of the Academy of Management), Dublin, Ireland.

Gooderham, P., Stavrou, E., Parry, E., Morley, M. & Lazarova, M (2018, December) Institutional influences on the implementation of HRM in MNCs. Paper presented at the 2018 EIBA conference, Poznan 2018

Andresen, M., Buschhardt, F., Cotton, R., Lazarova, M. (2018, August). Does international mobility pay off? The impact of international work experience on employability and career success. In Lazarova, M. Bosak, J., Andresen, M. (Chairs) Careers and Career Success across National Contexts. Symposium Presented at the 78th annual Academy of Management meeting, Chicago, IL.

Bagdadli, S., Gianecchini, M., Kaše, R., Andresen, M., Bosak, J., Briscoe, J.P., Chudzikowski, K., Cotton, R., Dello Russo, S., Lazarova, M., Reichel, A., Smale, A. (2018, July) [The impact of organizational career management practices on career success and the moderating role of institutional factors](https://researchportal.bath.ac.uk/en/publications/the-impact-of-organizational-career-management-practices-on-caree). Paper presented at 34th EGOS Colloquium: Surprise in and around Organizations: Journeys to the Unexpected, Tallinn Estonia

Cieri, H., Lazarova, M., & Owen, L. (2018, June) Health and Safety Matters for Women in International Work. Paper presented at the 15th International HRM Conference, Madrid, Spain.

Akkan, E., Reiche, S. & Lazarova, M. (2018, June) A dynamic culture view of repatriation: Review and research recommendations. Paper presented at the 15th International HRM Conference, Madrid, Spain.

Lazarova, M., Dickmann, M., Dimitrova, M. Brewster, C, & Cerdin, J-L. (2018, June) Expatriation Success in an Inter-Governmental Organization: Career Outcomes in Easy and Hardship Duty Stations. Paper presented at the 15th International HRM Conference, Madrid, Spain.

Westman, M., Dimitrova, M., Chen, S., Reiche, S., Shaffer, M., Lazarova, M., Wurtz, O. (2018, June) Expatriate Family Role Engagement: A Spillover and Crossover Perspective. Paper presented at the 2018 annual meeting of the European Academy of Management, Reykjavik, Iceland.

Kumar, M.S., Kozhikode, R., & Lazarova, M. (2017, August) Socio-Cultural Adaptability and Immigrant Career Progression: The Paradox of Embeddedness. Paper presented at the 77th annual Academy of Management meeting, Atlanta, GA.

Lazarova, M., Dimitrova, M. Shaffer, M, Reiche, S., Chen, S., & Westman, M. (2017, August) Unravelling the relationships among assignment success indicators: Test of competing models. Paper in Burink, R. D., McManus, B., and Shaffer, M. (Organizers) Surviving and Thriving as a Global Employee. Symposium presented at the 77th annual Academy of Management meeting, Atlanta, GA

Knocke, J., Ipek, E., Lazarova, M. (2017, June) Effects of Met Expectations on Satisfaction and Turnover Intentions among Repatriates: A Moderated Mediation Analysis. Paper presented at the Annual meeting of the European Academy of Management, Glasgow, UK.

Parry, E. Costea, E., Morley, M., Gooderham, P., Lazarova, M. (2017, May) Institutional Logics in the Uptake of Human Resource Management Practices in Multinational Corporations. Paper presented at 2017 Global Conference of International Human Resource Management, New York, NY.

Smale, A., Bagdadli, S.; Cotton, R; Dickmann, M., Dysvik, A., Gianecchini, M., Kaše, R., Lazarova, M., Dello Russo, S.; Hacket, D., Rozo, P. (2016, August) When Do Organisational and Individual Investments in Career Development Really Pay Off? The Effects of Societal Culture. In Briscoe, J., Dickmann, M, & Parry, E. Career Success Around the World: New Findings from the 5C Project. Symposium presented at the 76th annual Academy of Management Meeting in Anaheim, CA, USA.

Ren, H., Zhang, M., Dimitrova, M, Shaffer, M. Lazarova, M. (2016, August) Unintended Consequences of Formal Material Resource Allocation among Host-Country Nationals and Returnees. In M. Dimitrova & M. Shaffer (Chairs) "Coming Home: Diasporic Repatriates’ Reentry and Reintegration.” Symposium presented at the 76th annual Academy of Management Meeting in Anaheim, CA, USA.

Burmeister, A. Lazarova, M, & Deller, J. (2016, July). The influence of motivation, opportunity, ability, and tacitness on repatriate knowledge transfer. Paper presented at the 76th annual Academy of Management Meeting in Anaheim, CA, USA.

Ipek, E., & Lazarova, M. (2016, July) Self-initiated expatriation to one’s country of origin. In Lazarova, M., & Dimitrova, M. "An Expat Is an Expat Is an Expat? Exploring the Diversity of Global Work Experiences”. Symposium presented at the 2016 Academy of International Business meeting, New Orleans, USA

Kumar, M. S., Kozhikode, R., & Lazarova, M. (2016, July) Cross-Cultural Competence and Immigrant Job Growth: A Paradox of Embeddedness. Paper presented at the 2016 Academy of International Business meeting, New Orleans, USA

Cerdin, J.–L, Dickman, M., & Lazarova, M. (2016, June) Expatriation Success in an Inter-Governmental Organization. Paper presented at the 2016 European Academy of Management annual meeting, Paris, France.

Westman, M., Dimitrova, M., Chen, S., Reich, S. Lazarova, M., & Wurtz, O. (2016, June) The Relationship between Spouse Family Resources and Expatriates’ Work-Role Adjustment: The Mediating Role of Family-Role Adjustment. Paper presented at the Annual Work and Family Researchers Network conference, June 22-25, 2016, Washington, D.C.

Pernkopf, K., Lazarova, M., & Mayrhofer, W. (2016, October) From Multilevel to Multi-situational? Studying Strategic HRM Practices From the Perspective of Convention Theory. Paper presented at the Second HR Division International Conference (HRIC), 20-22 February 2016, Kensignton, NSW, Australia.

Shaffer, M.A., Reiche, B.S., Dimitrova, M., Lazarova, M., Chen, S., Westman, M., & Wurtz, O. (2015, October). Work and family role adjustment of global professionals: Scale development and validation. Paper presented at the 13th EIASM Workshop on International Management, Venice, Italy.

Pernkopf, K., Lazarova, M., & Mayrhofer, W. (2015, August) A multi-situational perspective on the study of strategic HRM: Contributions from convention theory. Paper presented at the 75th Annual Academy of Management meeting, Vancouver, BC.

Caliguiri, P., Baytalskaya, N., & Lazarova, M. (2015, August) Thanks for the Advice, Too Bad You Aren’t Credible: Cultural Humility and Low Ethnocentrism as Facilitators of Expatriate Performance. Paper presented at the 75th Annual Academy of Management meeting, Vancouver, BC.

Einarsdottir, A., Olafsdottir, K., & Lazarova, M. (2015, August) Three types of layoffs and their long-term impact on employee perceptions, attitudes and behaviors. In E. Stavrou (Discussant) The impact of the financial crisis on HRM and employee behavior: Evidence from Europe. Symposium presented at the 75th Annual Academy of Management meeting, Vancouver, BC.

Ipek, E. & Lazarova, M. (2015, June) Biculturals and Third Culture Kids: Apples and Oranges or Two Peas in a Pod? A Critical Review. Paper presented at the 2015 Academy of International Business Conference, Bangaluru, India.

Ipek, E. & Lazarova, M. (2015, June) The Role of Previous Nonwork International Experiences on the Development of Critical Cross-Cultural Competencies for Expatriate Adjustment. Paper presented at the 2015 Academy of International Business Conference, Bangaluru, India.

Lazarova, M., McNulty, Y., & Semeniuk, M. (2015, June) When the Wheels Are Falling off Behind Closed Doors: Expatriate Family Narratives of The Successful Moveable Family. Paper presented at the 15th annual EURAM conference, Warsaw, Poland

Pernkopf, K., Lazarova, M., & Mayrhofer, W. (2015, March) Multinational Corporations and Institutional Complexity: Actors’ Competence to Incorporate Global Strategic Organizational Practices into Local Coordination Situations. Paper presented at the 11th Workshop on New Institutionalism in Organization Theory, Vienna, Austria, March 26-27, 2015.

Lazarova, M. Brewster, C. & Mayrhofer, M. (2014, August) The impact of time and place on HR departments and the profile of senior HR executives. Paper presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA, USA.

Mayrhofer, W., Lazarova, M. & Pernkopf-Konhäusner, K. (2014, August) Comparative HRM and convention theory. Paper in C. Brewster & G. Wood (Chairs) An institutional perspective on comparative human resource management. Symposium presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA, USA.

Thomas, D.C., Liao, Y., Aycan, Z., Cerdin, J.-L., Ravlin, E. C., Stahl, G.K., Lazarova, M., Fock, H., Arli, D., Moeller, M. & van der Vijver, F. (2014, June) Cultural intelligence: A short, theory-based measure. Paper presented at the 2014 Annual Meeting of the Academy of International Business, Vancouver, BC, Canada.

Lazarova, M., Peretz, H., & Fried, Y. Subsidiary HR autonomy and subsidiary performance. (2014, June) Paper presented at the 2014 Annual Meeting of the Academy of International Business, Vancouver, BC, Canada.

Westman, M., Chen, S., Dimitrova, M., Shaffer, M., Lazarova, M., Reiche, B. S., & Wurtz, O. (2014, June) Spillover and Crossover Relationships between Expatriates and Their Spouses. Paper in Lazarova, M., Reiche, S., Shaffer, M. (Chairs) Me, Myself and I: From Individual-Centered to Multiple Stakeholder Perspectives in Expatriate Research. Panel presented at the 2014 Annual Meeting of the Academy of International Business, Vancouver, BC, Canada.

Westman, M., Chen, S., Dimitrova, M., Reiche, B. S., Lazarova, M., & Shaffer, M. (2014, June) International Assignees’ Work and Family Role Performance: A Demands and Resources Perspective. Paper presented at the 2014 Conference of the Work and Family Researchers Network (WFRN), New York, NY, USA

Lazarova, M. & Pascoe, R. (2013, August) “Moving Sucks!” What Expatriate Families Really Want (and Get) When They Relocate? Paper in M. Lazarova, Y. McNulty & S. Reiche (Chairs). We are not on vacation! Bridging the scholar-practitioner gap in expatriate family research. Symposium presented at the 73rd annual Academy of Management conference, Lake Buena Vista, FL, USA.

Perez, H., Lazarova, M. & Fried, Y. (2013, August) The effectiveness of subsidiary HR autonomy within multinational companies. Paper presented at the 73rd annual Academy of Management conference, Lake Buena Vista, FL, USA.

Shaffer, M., Reiche, S., Dimitrova, M., Lazarova, M. Chen, S. & Westman, M. (2013, July) Expatriate work and family role adjustment: Scale development and validation. Paper presented at the 2013 annual meeting of the Academy of International Business, Istanbul, Turkey.

Lazarova, M., Cerdin, J. L., & Liao, Y. (2013, July) The Internationalism career anchor. Paper presented at the 2013 annual meeting of the Academy of International Business, Istanbul, Turkey.

Lazarova, M., Mayrhofer, W., & Brewster, C. (2013, May). Are things so much different after all? Paper presented at the Global Conference on International Human Resource Management, Penn State University, College State, PA, USA.

Taylor, S., & Lazarova, M. (2012, August) Career management and social capital in MNCs. Paper included in Lazarova, M. (Chair) Social capital in multinational companies: Challenges and opportunities. Symposium presented at the 72nd Academy of Management annual conference. Boston, MA, USA.

Perez, H. & Lazarova, M. (2012, June). Contingent approach to the effectiveness of centralized versus decentralized HR decision making in multinational companies: The moderating role of culture and institutional distance. Paper presented at the 11th World Congress of the International Federation of Scholarly Associations of Management (IFSAM). Limerick, Ireland.

Chen, Y.-P., Lazarova, M., Chen, S., Shaffer, M. A., & Westman, M. (2012, June). Family task and contextual performance: Similarities and differences between United States and Israeli employees. Paper presented at the 2012 Work and Family Researchers Network Conference, New York, NY, USA.

Chen, Y.-P., Chen, S., Shaffer, M. A., Westman, M., & Lazarova, M. (2012, April). The family role performance: Scale development and nomological validation. Paper presented at the 2012 Society for Industrial and Occupational Psychology Annual Conference, San Diego, CA, USA.

Chen, Y.-P., Shaffer, M. A., Westman, M., Chen, S. & Lazarova, M. (2011, December). The family role performance: Scale development and validation. Presented at the 2011 Israel Organizational Behavior Conference, Tel Aviv, Israel. Best Paper Award finalist.

Reichel, A & Lazarova, M. (2011, August) The outsourcing and devolvement of HR activities and their impact on HR department power. Paper presented at the 71st Annual Academy of Management meeting in San Antonio, TX.

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

Kroumova, M. & Lazarova, M. (2011, June) Does culture moderate the relationship between incentives and performance? Paper presented at the 11th EURAM Annual Conference 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 (2010, August). Scientific mindfulness: A foundation for future themes in international business. Paper presented at the 70th Annual AOM Meeting, Montreal, QC, Canada. Winner of the 2010 Carolyn Dexter Best International Paper Award.

Kroumova, M. & Lazarova, M. (2010, July) Variable pay, national culture and firm performance. Paper presented at the 26th EGOS Colloquium. Lisbon, Portugal.

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, USA.

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, USA.

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, USA.

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, USA.

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 22nd 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 63rd 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 62nd 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 62nd 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 61st 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 61st 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 16th 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 60th 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 60th Annual Academy of Management Meeting, Toronto, Canada.

Lazarova, M. (2000, March). Psychological contract and repatriate intention to turnover. Paper presented at the 21st 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 16th 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 13th Annual Conference of the Society of Industrial and Organizational Psychology, Dallas, TX, USA.

**Invited presentations**

October 2017, March 2019. Invited presentation on *Doing International HRM Research*. UBC Sauder PhD Program, Vancouver, BC.

September 2014. Invited Panelist and Presenter. *Work-Life Balance Issues of Middle Managers in Mid-Careers*. 2014 Global Leadership Summit, Northeastern University, Boston, MA, USA

May 2013. Invited Panel Member. Panel discussion on *IHRM Research Trends and Directions for the Future*. Global Conference on International Human Resource Management, Penn State University, College State, PA, USA.

January, 2011. *Steps towards understanding global mobility*. Wirtschaftsuniversität Wien, Vienna, Austria.

March 2011. *Representations of global mobility*. ESSEC, France.

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

**Honors, Awards and Recognitions**

*2020 Best Paper in HRM/OB/OT Award.* IM Division, Academy of Management(Co-recipient)for Dimitrova, M., Reiche, S., Westman, M., Chen, S., Wurtz, O., Lazarova, M., Shaffer, M. Expatriate Work Role Engagement: A Conditional Crossover and Spillover Perspective.

*2019 GLOBE Best Research Paper Award* (Co-recipient) for Lazarova, M., Peretz, H. & Fried, Y. 2017Locals know best? Subsidiary autonomy and subsidiary performance. *Journal of World Business*, 52(1): 83-96

*Finalist* for the 2019 International Theme Committee's (ITC's) Emerald Best International Symposium Award (one of 3 finalists, out of 25 divisions). Recognition for Lazarova, M. & Reiche, S (Chairs and Organizers). Didn't You Know? Taking Stock of Research on Knowledge Transfer through International Assignees. Symposium presented at the 79th annual Academy of Management meeting, Boston, MA.

*Finalist* for the 2018 International Theme Committee's (ITC's) Emerald Best International Symposium Award (one of 3 finalists, out of 25 divisions and 17 nominated symposia) and *Finalist* for the Careers Division Best 2018 Symposium Award (one of 3 nominees). Recognitions for Lazarova, M. Bosak, J., Andresen, M. (Chairs) Careers and Career Success across National Contexts. Symposium Presented at the 78th annual Academy of Management meeting, Chicago, IL.

*First Runner-Up* for the Journal of Global Mobility Best Paper Award, Expatriate Management Track, EURAM 2018. Recognition for Westman, M., Dimitrova, M., Chen, S., Reiche, S., Shaffer, M., Lazarova, M., Wurtz, O. (June 2018) Expatriate Family Role Engagement: A Spillover and Crossover Perspective.

*2018 Outstanding Reviewer Award*, Journal of Global Mobility: The Home of Expatriate Management Research, Emerald Awards for Excellence

*2011 International Human Resource Management 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)

**Professional activities – Conference participation**

Organizer and Chair (with DeCieri, H.). Health and safety in multinational settings. A symposium accepted for presentation at the 16th International Human Resource Management Conference, Paris, France.

*Panelist.* Careers Division Doctoral Consortium, Professional Development Workshop accepted for presentation at the 2020 AOM Annual Meeting, Vancouver, BC.

*Organizer and Chair* (with McNulty, Y). (June 2020) Famous Expatriation Scholars Panel: The (Ir)Relevance of Expatriate Management Research. Symposium accepted for presentation at the 2020 EURAM Annual Meeting, Dublin, Ireland.

*Organizer and Chair* (with Mayrhofer, W.) Teaching about Careers in Turbulent Times. PDW presented at CarCon2020, 1st AOM Careers Division Community Conference. WU Vienna, Austria.

*Organizer and Chair* (with Reiche, S.)Didn't You Know? Taking Stock of Research on Knowledge Transfer through International Assignees. Symposium presented at the 79th annual Academy of Management Meeting, Boston, MA.

*Finalist* for the 2019 International Theme Committee's (ITC's) Emerald Best International Symposium Award

*Organizer and Chair* (with DeCieri, H.)Gender and Inclusion in Universities: Moving beyond Mansplaining, Manels and Womenial Tasks. Professional Development Workshop presented at the 79th annual Academy of Management Meeting, Boston, MA.

*Panelist.* Careers Division Doctoral Consortium, Professional Development Workshop presented at the 2019 AOM Annual Meeting.

*Panelist*. (June 2019) Famous Expatriation Scholars Panel. Symposium at the 2019 EURAM Annual Meeting, Lisbon, Portugal.

*Organizer and Chair* (with Parry, E.) (January 2019)Doctoral Colloquium*. HRIC 2019,* (the International Conference of the HR Division of the Academy of Management), Dublin, Ireland*.*

*Organizer and Chair* (with Andresen, M., & Bosak, J.). Careers and Career Success across National Contexts. AOM. Symposium presented at the 2018 Annual Academy of Management Meeting.

*Finalist* for the 2018 International Theme Committee's (ITC's) Emerald Best International Symposium Award

*Panelist.* Careers Division Doctoral Consortium, Professional Development Workshop presented at the 2018 Annual Academy of Management Meeting.

*Chair* (June 2018)*.* Expatriation and International Mobility II.Session presented at the 15th conference of IHRM, Madrid, Spain.

*Panelist* (May 2017). Publishing workshop. Workshop presented at the 2017 Global Conference of International Human Resource Management, New York, NY*.*

*Discussant* (August 2016) Coming Home: Diasporic Repatriates’2017 Reentry and Reintegration. Symposium presented atthe 76th Annual AOM Meeting, Anaheim, CA.

*Panelist* (August 2016) Surviving: Accessing and leveraging formal and informal resources during your doctoral program.In Careers Division Doctoral Consortium, Professional Development Workshop at the 76th Annual AOM Meeting, Anaheim, CA.

*Panelist* (August 2016) Meet the Editors. HR Division Doctoral Consortium, Professional Development Workshop at the 76th Annual AOM Meeting, Anaheim, CA

*Chair and organizer* (June 2016)*.* An Expat Is an Expat Is an Expat? Exploring the Diversity of Global Work. Symposiumpresented at the 2016 Annual Meeting of the Academy of International Business, New Orleans, LA.

*Chair* (June 2016) Expatriate management. Symposiumpresented at the 2016 Annual Meeting of the Academy of International Business, New Orleans, LA.

*Chair.* (June 2016) Expatriate management 5. Session presented at the 16th annual EURAM conference, Paris, France.

*Organizer and Chair.* (August 2015). 5C (Collaboration for the Cross-Cultural Study of Contemporary Careers). Semi-annual research meeting, Beedie School of Business, Simon Fraser University, Vancouver, Canada.

*Panelist*. (August 2015) International teaching and research opportunities. In HR Doctoral Consortium, Professional Development Workshop presented at the 75th Annual AOM Meeting, Vancouver, BC.

*PDW Guest Editor*. (August 2015) In Newburry, W. & Rose, E.L. (Organizers) International Management Division Paper Development Workshop. Professional Development Workshop presented at the 75th Annual AOM Meeting, Vancouver, BC.

*Presenter.* (August 2015)Researching Career Management in the MNC. In M. Andresen, E. Parry, A. Smale (Organizers). New Avenues in International Careers Research. Professional Development Workshop presented at the 75th Annual AOM Meeting, Vancouver, BC.

*Chair* (June 2015) Expatriate management 6. Session presented at the 15th annual EURAM conference, Warsaw, Poland.

*Organizer and Chair.* (June 2014). Cranet (The Cranfield Network on International Human Resource Management) Semi-annual research meeting, Beedie School of Business, Simon Fraser University, Vancouver, Canada.

*Organizer* (with R. Tung) *and Chair.* (June 2014) War for Talent, Scholars Meets PracticeSpecial Session presented at the 2014 Annual Meeting of the Academy of International Business, Vancouver, BC, Canada.

*Organizer and Chair* (with S. Reiche and M. Shaffer). (June 2014) Me, Myself and I: From Individual-Centered to Multiple Stakeholder Perspectives in Expatriate Research. Panel presented at the 2014 Annual Meeting of the Academy of International Business, Vancouver, BC, Canada.

*Organizer and Chair* (with Y. McNulty & S. Reiche) (August, 2013) We are not on vacation! Bridging the scholar-practitioner gap in expatriate family research. Symposium presented at the 73rd annual Academy of Management conference.

*Organizer and Chair*. (August, 2012) Social capital in multinational companies: Challenges and opportunities. Symposium presented at the 72nd Academy of Management annual conference, Boston, MA, USA.

*Discussant* (August, 2012). International Management Discussion Paper Session: People and Relationships. Discussion Paper Session presented at the 72nd Academy of Management annual conference, Boston, MA, USA.

*Organizer and Chair* (with L. Zander & M. Pudelko) (June, 2012)Early Career Consortium*.* 11th World Congress of the International Federation of Scholarly Associations of Management (IFSAM). Limerick, Ireland.

*Organizer & Presenter*. Cross-cultural research using international networks: Lessons from two global collaborations. Caucus presented at the 71st Annual AOM Meeting, San Antonio, TX (August 2011).

*Discussant*. (June 2011). HR management in 21st century organizations. Track in the 11th 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](http://program.aomonline.org/2008/submission.asp?mode=ShowSession&SessionID=1346). 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 64th 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 64th Annual Academy of Management Meeting, New Orleans, LA.

*Participant*. (August, 2004) Junior Faculty consortium of the International Management Division at the 64th 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 63rd Annual Academy of Management Meeting, Seattle, WA.

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

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

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

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

**Reviewing and Other Professional Activities**

*Chair. 2020.* Best Symposium Committee of the Careers Division, Academy of Management.

*Member*. 2018-current. AIB/Temple Best Paper Award.

*Track Chair*. 2018. HRM in MNCs. Track in the 15th International Human Resource Management Conference.

*Track chair.* 2013. Cross-cultural Management and International HRM track of the Academy of International Business 2013 annual conference.

*Member*. 2013-current. Research Committee of the International Management Division, Academy of Management (Best Paper in OB, HRM, OT Award Committee)

*Chair.* 2012 International Human Resource Scholarly Research Award Committee, Human Resources Division, Academy of Management.

*Member.* 2012. Carolyn Dexter Best International Paper Award Committee*.* International Management Division, Academy of Management.

Special Issue Editor. 2007-2008. Special Issue on International Comparative Studies in HRM and Performance, International Journal of Human Resource Management.

\* Issue reprinted as stand-alone book in 2011

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

Associate Editor. Human Resource Management Journal (from January 2014)

Consulting Editor*.* Journal of World Business (from July 2020)

Editorial Board Member

Human Resource Management Journal (January 2009-January 2014)

International Journal of Cross-Cultural Management (from September 2008)

International Journal of Human Resource Management (from February 2012)

Journal of Global Mobility (from June 2012)

Journal of International Business Studies (from July 2010)

Journal of World Business (from 2007)

*Reviewer* (2014). Social Sciences and Humanities Research Council, Canada. Ad hoc reviewer for Insight Grants applications.

*Reviewer* (2012). Council for Social Sciences of the Netherlands Organisation for Scientific Research

*Reviewer* (2011) 11th Annual European Academy of Management (EURAM) Conference.

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

Reviewer (2005, 2007, 2010, 2013, 2016, 2019). Academy of International Business Annual Conference

Reviewer (2005). 8th Conference on International Human Resource Management

Ad-hoc reviewer. Academy of Management Learning & Education, Academy of Management Review, Canadian Journal of Administrative Sciences, Career Development International, Human Relations, Human Resource Management, Human Resource Management Review, International Journal of Human Resource Management, Journal of Occupational and Organizational Psychology, Journal of Organizational Behavior, Organizational Behavior and Human Decision Processes, Personnel Psychology, Thunderbird International Business Review.

**Research Funding**

2017 SSHRC Social Sciences & Humanities Research Council of Canada

Insight Development Grant: C$ 53,009

2014 Simon Fraser University

VP Research Grants in Social Sciences and Humanities: C$ 10,000

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

2006 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**

2013, 2019 **Teaching Honour Roll, Beedie School of Business.**

2002-current Simon Fraser University

BUS 346 International Business (Undergraduate level)

BUS 380 Comparative Management (Undergraduate level)

BUS 430 Comparative Management (Undergraduate level)

BUS 432 International Human Resource Management (Undergraduate level)

BUS 499 Directed Studies (Undergraduate level)

BUS 712 Managing the Global Workforce (Graduate level)

BUS 725 Cross-cultural Experience (Graduate Level)

BUS 755 Cross-cultural Management (Graduate level)

BUS 884 Cross-cultural Management (Graduate level)

BUS 885 International Human Resource Management (Graduate level)

BUS 983 Directed Studies (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:

Mark Springford, MBA MOT student, “ROI for International Assignments with Teck Resources Ltd.” (Thesis completed, Summer 2014)

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**

Senior supervisor for

Monica Semeniuk. PhD Student. Beedie School of Business

Ebru Ipek. *Motivation, Careers, and Experiences of Individuals Moving to Their Country of Heritage*. Beedie School of Business, Simon Fraser University (Dissertation defended in August 2019)

Committee member for:

Tomke Augustin. 2020. Committee Chair: Markus Pudelko, Tübingen University, Germany. (Defense scheduled for April 29, 2020)

Majid Ghorbani. Personality and ethnic ties: Determinants of internationalization and market entry mode for entrepreneurial firms. Committee Chair: Rosalie L. Tung, Simon Fraser University. (Dissertation defended in July 2012)

Echo Yuan Liao. *Performance-related feedback in multicultural organizations: The role of regulatory focus and feedback framing*. Committee Chair: David C. Thomas, Simon Fraser University. (Dissertation defended in July 2012)

Stacey Fitzsimmons. Multiple modes of biculturalism: Antecedents and consequences. Committee Chair: David C. Thomas, Simon Fraser University. (Dissertation defended in May 2011)

**External Examiner**

Augustin, T. (2020). *Multicultural and Multilingual Employees: Bridging Activities, Cognitive Schemas, and Social Capital Formation*. Doctoral dissertation, Tübingen University, Germany (External examiner)

John, S. (2017) *From the employee perspective: Understanding the antecedents of employees’ perceptions and identification in the MNC context*. Doctoral Dissertation, Hanken School of Economics, Helsinki, Finland (External pre-reader; External Opponent)

Einarsdóttir, A. (2017) *Strategic HRM maturity and its influence on employee related outcomes*. Doctoral dissertation, Faculty of Business, University of Iceland (Committee member).

Lilford, N. P. (2014). *An exploration of factors determining salesperson effectiveness*. Doctoral dissertation, Division of Industrial Marketing, INDEK, KTH-Royal Institute of Technology, Stockholm, Sweden. (Internal opponent)

Wiid-Daly, M. (2014) *An assessment of the application of semantics in the analysis of mass communication messages*. Doctoral dissertation, Division of Industrial Marketing, INDEK, KTH-Royal Institute of Technology, Stockholm, Sweden. (Member of the Evaluation Committee)

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, Department of Management, McGill University, Montreal, QC. (External reader)

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

**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. Participated in the selection of personnel for the Real Estate Department. Interpreted and translated for senior Amoco Bulgaria management.

1995 **Gamma Sofia** **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**

2019-current **MBA Graduate Program Design Committee**. *Member*

2019-2020 **TPC Committee**. Faculty of Business Administration, Simon Fraser U., *Member.*

2018-current **Beedie Advisory Board Global Perspective Committee**. *External member*

2016-2019 **PhD Committee**. Beedie School of Business, Simon Fraser U., *Member.*

2011-2016 **Area Coordinator**. International Business Area.

2011-2012 **PhD Committee**. Beedie School of Business, Simon Fraser U., *Member.*

2011-2014 **Faculty Review Committee**, Simon Fraser U., *Member.*

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.*

**Service to the Broader Community**

2018-current **Vancouver Athletic Football Club**. *Member* of the Board of Directors.

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*

Work and Family Researchers Network, *founding 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.