

C. Annique Un

Northeastern University
D'Amore-McKim School of Business
International Business and Strategy Group
360 Huntington Avenue, Boston, MA 02115, USA

Tel.: 1-617-373-6567
Fax: 1-617-373-8628
Email: a.un@neu.edu

EXPERTISE

Research: Innovation in international business, innovation management, technology strategy

Teaching: International management, strategic management, technology strategy

EDUCATION

Massachusetts Institute of Technology, Sloan School of Management, Cambridge, MA, USA.

Ph.D. in Management. Major in Strategic and International Management. 2001.

Committee: Michael Beer (Harvard), John Carroll (MIT), Donald Lessard (MIT), Eleanor Westney (MIT, chair). Thesis: *Organizational Capabilities, Knowledge, and Innovation: Strategies for Developing the Capability to Mobilize and Create Knowledge for Innovation*

Hitotsubashi University, Institute of Innovation Research, Tokyo, Japan.

Ph.D. studies, Starr Research Fellow. Summer 1997.

Tokyo University, Research Center for Advanced Sciences and Technology, Tokyo, Japan.

Ph.D. studies, Starr Research Fellow. Summer 1996.

University of Notre Dame, Notre Dame, IN, USA.

M.B.A. (Accelerated program). Major in Finance, Major in International Business. 1993.

B.B.A. (Honors). Major in Finance, Major in Japanese Studies. 1992.

Sophia University, Tokyo, Japan.

B.B.A. studies, exchange program. 1989-1990.

ACADEMIC POSITIONS

Northeastern University, D'Amore-McKim School of Business, Boston, MA, USA.

Associate Professor of International Business and Strategy. 2011-present.

University of South Carolina, Moore School of Business, Columbia, SC, USA.

Assistant Professor of International Business. 2006-2011.

University of Minnesota, Carlson School of Management, Minneapolis, MN, USA

Visiting Assistant Professor. 2005.

Cornell University, Johnson Graduate School of Management, Ithaca, NY, USA.

Assistant Professor of Management and Air Products Faculty Fellow. 2001-2005.

OTHER AFFILIATIONS

Northeastern University, Boston, MA, USA.

Faculty Associate, Center for Emerging Markets, 2011-present.

Faculty Associate, Institute for Global Innovation Management, 2011-2018.

University of South Carolina, Columbia, SC, USA.

Faculty Associate, Asian Studies Program, 2005-2011.

Cornell University, Ithaca, NY, USA.

Faculty Associate, East Asia Program, 2003-2005.

INDUSTRY POSITIONS

Ford Motor Company, Dearborn, MI, USA.

Financial Analyst. 1993-1995.

Mainichi Newspapers, Tokyo, Japan.

Interpreter for Peace Conference on Cambodia hosted by the Japanese Prime Minister. 1990.

Shoshisha Publishing Ltd., Tokyo, Japan.

Translator. 1989-1990.

Kowa Pharmaceutical Corporation, Tokyo, Japan.

Business Planner. 1989-1990.

AWARDS AND HONORS

Research

Publication Award. Northeastern University, D'Amore-McKim School of Business. 2017.

Strategic Summer Research Award. Northeastern University, D'Amore-McKim School of Business. 2016.

Strategic Summer Research Award. Northeastern University, D'Amore-McKim School of Business. 2015.

Best Paper in International Management Award. Economics and Strategy Conference, International Management Division. 2012.

Publication Award. Northeastern University, D'Amore-McKim School of Business. 2011.

Copenhagen Prize, Best Overall Conference Paper written by a Young Scholar on International Business. European Academy of International Business. 2009. (€3,000)

Best Conference Paper Award (nominee), Strategic Management Society. 2009.

INFORMS Best Dissertation Award, Institute for Operations Research and the Management Sciences (INFORMS). 2002. (\$1,000)

Best Paper Award (finalist), Academy of Management. International Management Division. 2002.

Teaching

Teaching Honor Roll. Cornell University, Johnson Graduate School of Management. 2004.

Teaching Honor Roll. Cornell University, Johnson Graduate School of Management. 2003.

Service

Outstanding Service Award. Academy of International Business. 2016.

Best Reviewer Award. Academy of International Business. 2013.

PUBLICATIONS

Journal Articles

Cuervo-Cazurra, A., Un, C. A. 2023. Beauty in the eyes of the beholders: How government- and consumer-based country-of-origin advantages and disadvantages drive host country investment dynamics. *Management International Review*, 63(2): 285-312.

Un, C. A., Ou, C., Lafayette, S.U. 2022. From the liability to the advantage of refugeeness. *Journal of International Business Policy*, (5):530–561.

Featured in Callahan, M. 2022. At war's end, will Ukrainian refugees come home-or thrive elsewhere?

<https://news.northeastern.edu/2022/04/11/ukranian-refugees-post-war/>

- Featured in Thought Leadership <https://damore-mckim.northeastern.edu/news/refugees-are-our-most-innovative-employees/>
- Asakawa, K., Cuervo-Cazurra, A., Un, C. A. 2019. Frugality-based advantage. *Long Range Planning*, 52(4): 101879.
- Academy of International Business (AIB) "Relevance for Practice" Recognition
- Un, C. A. and Rodriguez, A. 2018. Local and global knowledge complementarity: R&D collaboration and innovation of foreign and domestic firms. *Journal of International Management*, 24(2): 137-152.
- Un, C. A. and Rodriguez, A. 2018. Learning from R&D outsourcing vs. learning by R&D outsourcing. *Technovation*, 72-73: 24-33.
- Un, C.A. 2017. Absorptive Capacity and R&D outsourcing. *Journal of Engineering and Technology Management*, 43: 34-47.
- Un, C. A. 2016. The liability of localness in innovation. *Journal of International Business Studies*, 47(1): 44-67.
- Featured in Gonzalez-Perez, Maria Alejandra. 2016. Local businesses have disadvantages to innovate <http://www.dinero.com/opinion/columnistas/articulo/columna-de-maria-alejandra-gonzalez-perez-sobre-la-innovacion-empresarial/223270>
- Rui, H., Cuervo-Cazurra, A., and Un, C. A. 2016. Learning-by-doing in emerging market multinationals: Integration, trial and error, repetition, and extension. *Journal of World Business*, 51(5): 686-699.
- Un, C. A. and Asakawa, K. 2015. Types of R&D collaborations and process innovation: The benefit of collaborating upstream in the knowledge chain. *Journal of Product Innovation Management*, 32(1): 138-153.
- Cuervo-Cazurra, A., Narula, R. and Un, C. A. 2015. Internationalization motives: Sell more, buy better, upgrade, and escape. *Multinational Business Review*, 23(1): 25-35.
- Un, C. A. 2011. The advantage of foreignness in innovation. *Strategic Management Journal*, 32(11): 1232-1242.
- Recipient of Copenhagen Prize Award.
- Featured in Vermeulen, F. 2011. Can countries benefit from having their domestic firms acquired by foreign companies? *Forbes.com*. September 28.
- <http://www.forbes.com/sites/freekvermeulen/2011/09/28/can-countries-benefit-from-having-their-domestic-firms-acquired-by-foreign-companies/#39af49cd7efb>
- Un, C. A. and Montoro-Sanchez, M. A. 2011. R&D investment and entrepreneurial technological capabilities: Existing capabilities as determinants of new capabilities. *International Journal of Technology Management*, 54(1): 29 - 52.
- Cuervo-Cazurra, A. and Un, C. A. 2010. Why some firms never invest in formal R&D. *Strategic Management Journal*, 31(7): 759-779.
- Un, C. A., Cuervo-Cazurra, A., and Asakawa, K. 2010. R&D collaborations and product innovation. *Journal of Product Innovation Management*, 27(5): 673-689.
- Featured in Yu, Larry. 2008. Collaborating with the right partner. *Sloan Management Review*, 50 (1): 8-9.
- <http://sloanreview.mit.edu/smr/issue/2008/fall/04/>
- Un, C. A. and Montoro-Sanchez, M. A. 2010. Innovative capability development for entrepreneurship: A theoretical framework. *Journal of Organizational Change Management*, 23(4): 413-434.
- Un, C. A. 2010. An empirical multi-level analysis for achieving balance between incremental and radical innovations. *Journal of Engineering and Technology Management*, 27(1-2): 1-19.
- Un, C. A. and Montoro Sanchez, A. 2010. Public funding for product, process and organizational innovation in service industries. *Service Industries Journal*, 30(1): 133-147.

- Un, C. A., Romero-Martinez, A., and Montoro-Sanchez, A. M. 2009. Determinants of R&D collaboration of service firms. *Service Business*, 3: 373-394.
- Un, C. A. and Cuervo-Cazurra, A. 2008. Do subsidiaries of foreign MNEs invest more in R&D than domestic firms? *Research Policy*, 37(10): 1812-1828.
- Un, C. A. 2008. "Departmental intelligence" makes the difference in product improvement. *Research Technology Management*, 51(1): 58-61.
- Cuervo-Cazurra, A. and Un, C. A. 2007. Regional economic integration and R&D investment. *Research Policy*, 36(2): 227-246.
- Un, C. A. 2007. Managing the innovators for exploration and exploitation. *Journal of Technology Management & Innovation*, 2(3): 4-20. (Lead article).
- Un, C. A. and Cuervo-Cazurra, A. 2005. Top managers and the product improvement process. *Advances in Strategic Management*, 22: 319-348.
- Un, C. A. and Cuervo-Cazurra, A. 2004. Strategies for knowledge creation in firms. *British Journal of Management*, 15 (March): 27-41.

Book chapters

- Cuervo-Cazurra, A., Rodriguez, A., Un, C. A. 2021. Internationalization of emerging-market multinationals: The role of the underdevelopment of the home country. Chapter prepared for Mellahi, K., Meyer, K., Narula, R., Surdu, I. & Verbeke, A. (eds.) 2020. *The Oxford Handbook of International Business Strategy*. Oxford: Oxford University Press.
- Un, C. A. 2019. Innovation in foreign and domestic firms: The advantage of foreignness in innovation and the advantage of localness in innovation. In Tuncdogan, A. Lindgreen, A., Van Den Bosch, F., & Volberda, H. (Eds) *Handbook of Strategic Renewal: Core Concepts, Antecedents, and Micro-Foundations*, Routledge. Pages 252-276.
- Cuervo-Cazurra, A., and Un, C. A. 2011. Economic integration and the technological capabilities of local firms. In Jovanovic, M. (Ed.) *International Handbook of Economic Integration*. Northampton, MA: Edward Elgar. Volume II, pages 77-89.
- Un, A. and Cuervo-Cazurra, A. 2009. Interactions with customers for innovation. In Costanzo, L.A. and MacKay, R.B. (Eds.) *Handbook of Research on Foresight and Strategy*. Northampton, MA: Edward Elgar. Pages 362-379.
- Cuervo-Cazurra, A. and Un, A. 2007. Types of difficulties in internationalization and their consequences. In Tallman, S. (ed.) *A New Generation in International Strategic Management*. Northampton, MA: Edward Elgar. Pages 63-83.
- Cuervo-Cazurra, A. and Un, C. A. 2004. The bald eagle cannot find its way in the rainforest: Sources and solutions to the difficulties in the internationalization of developed country MNEs into developing countries. In B. Prasad and P. Ghuari (Eds.) *Global Firms and Emerging Markets in an Age of Anxiety*. Westport CT: Greenwood. Pages 13-36.
- Cuervo-Cazurra, A. and Un, C. A. 2004. Firm-Specific and Non-Firm Specific Advantages in International Competition. In A. Arino, P. Ghemawat, and J. Ricart (Eds.) *Creating Value through Global Strategy*. New York: Palgrave MacMillan. Pages 78-94.

Proceedings

- Un, C. A. 2022. Human capital and learning from and by exporting. *Academy of Management Annual Meeting Proceedings*, August.
- Aliasghar, O., Asakawa, K., Haar, J., Un, C. A. 2022. Foreign and domestic university collaboration and outbound open innovation. *Academy of Management Proceedings*, July.

- Cuervo-Cazurra, A., Un, A. 2015. Country-of-origin, government- and consumer-based advantage & disadvantage of foreignness, and FDI. *Academy of Management Proceedings*, 2015(101): January.
- Un, C. A. 2002. Innovative capability development in Japanese and U.S. firms. *Academy of Management Best Papers Proceedings*, pages E1-E6.
- Un, A., Muñoz-Bullón, F., Sánchez-Bueno, M. J. 2012. Skills and innovation of foreign and domestic firms. *Academy of Management Proceedings*, 2012(102): July.

Book Reviews

- Un, C. A. 2001. Review of “The flexible firm: Capability management in network organizations” by Julian Birkinshaw and Peter Hagstrom (Eds). *Administrative Science Quarterly*, 46: 787-790.

MANUSCRIPTS IN PROGRESS

Available upon request

MEDIA COVERAGE

- Callahan, M. 2022. At war’s end, will Ukrainian refugees come home-or thrive elsewhere? *News@Northeastern*, April 11.
- Gonzalez-Perez, Maria Alejandra. 2016. Local businesses have disadvantages to innovate <http://www.dinero.com/opinion/columnistas/articulo/columna-de-maria-alejandra-gonzalez-perez-sobre-la-innovacion-empresarial/223270>
- St. Martin, G. 2013. How, and why, businesses innovate successfully overseas *News@Northeastern*, June 25. <http://www.northeastern.edu/news/2013/06/anniqueun/>
- Vermeulen, F. 2011. Can countries benefit from having their domestic firms acquired by foreign companies? *Forbes.com*. September 28. <http://www.forbes.com/sites/freekvermeulen/2011/09/28/can-countries-benefit-from-having-their-domestic-firms-acquired-by-foreign-companies/#39af49cd7efb>
- Yu, Larry. 2008. Collaborating with the right partner. *Sloan Management Review*, 50 (1): 8-9. <http://sloanreview.mit.edu/smr/issue/2008/fall/04/>

GRANTS AND FELLOWSHIPS

Research

- Ministry of Science and Innovation, Spain. Research grant to study value chain and value creation in international markets (PID2019-106874GB). PIs: María Jesús Nieto and Alicia Rodriguez with research and work teams: Zulima Fernández Rodríguez, Belén Usero Sánchez, Virginia, Hernández Paz, Grigorios Asimakopoulos, Kremena Slavova, Annique Un, Álvaro Cuervo-Cazurra, and Antonio Revilla. 2020-2024. €82,038.
- Ministry of Economics and Competitiveness, Spain. Research grant to study Firm competitiveness factors: Governance and strategy of firms across industry and institutional contexts. (ECO2015-67296-R). PI Zulima Fernández and María Jesús Nieto, Supporting Grigorios Asimakopoulos, Julio Cerviño, Alvaro Cuervo-Cazurra, Virginia Hernandez, Anoop Madhok, Antonio Revilla, Alicia Rodriguez, Annique Un, Belen Usero. 2017-2019. €65,000.
- Northeastern University, D’Amore-McKim School of Business’s Center for Emerging Markets. PI Annique Un. 2017. \$2,500.

- Northeastern University, D'Amore-McKim School of Business. Research Fellowship. PI Annique Un. 2011-2016. \$25,000.
- Ministry of Education, Spain. Research grant to study Internationalization and innovation strategies: Development and implications for business competitiveness. PI Maria Jesus Nieto, supporting Alvaro Cuervo-Cazurra, Alicia Rodriguez, Annique Un. 2013-2016. €47,000.
- Northeastern University, Institute for Global Innovation Management, Travel Grant. PI Annique Un. 2013. \$3,200.
- Northeastern University, Center for Emerging Markets. Research grant for analyzing international R&D collaborations. PI Annique Un. 2013. \$5,000.
- Ministry of Education, Spain. Research grant to study family-owned firms. PI Zulima Fernández, supporting Alvaro Cuervo-Cazurra, Maria Jesus Nieto, Annique Un, Shaker Zhara. 2009-2012. €100,000.
- University of South Carolina, Center for International Business Education and Research. Research grant for studying innovation in multinational enterprises. PI Annique Un. 2010-2011. \$5,000.
- University of South Carolina, Center for International Business Education and Research. Research grant for studying innovation in multinational enterprises. PI Annique Un. 2009-2010. \$5,000.
- University of South Carolina, Moore School of Business Research Grant for studying innovation in multinational enterprises. PI Annique Un. 2009-2010. \$5,000.
- University of South Carolina, Center for International Business Education and Research. Research grant for studying innovation in multinational enterprises. PI Annique Un. 2008-2009. \$5,000.
- University of South Carolina, Center for International Business Education and Research. Research grant for studying innovation in multinational enterprises. PI Annique Un. 2007-2008. \$5,000.
- University of South Carolina, Moore School of Business. Riegel & Emory Grant for studying innovation. PI Annique Un. 2006-2007. \$3,000.
- University of South Carolina, Center for International Business Education and Research. Research grant for studying innovation in multinational enterprises. PI Annique Un. 2006-2007. \$5,000.
- Cornell University, Johnson Graduate School of Management. Air Products Corporation Faculty Fellow. 2002-2003. \$20,000.

Education

- Massachusetts Institute of Technology, Sloan School of Management. Dissertation Fellowship. 1999-2001. \$25,000.
- Massachusetts Institute of Technology, Sloan School of Management. Doctoral Fellowship. 1995-1999. \$100,000.
- Massachusetts Institute of Technology, Sloan School of Management. CS Holding Fellowship. 1997. \$30,000.
- Massachusetts Institute of Technology, MIT-Japan Program. Starr Fellowship to Japan. 1997. \$35,000.
- Massachusetts Institute of Technology, MIT-Japan Program. Starr Fellowship to Japan. 1996. \$35,000.

University of Notre Dame. Exchange Program Scholarship for studying in Japan. 1989-1990. \$30,000.

University of Notre Dame. Scholarships. 1988-1992. \$100,000.

Lion's Club. Scholarship. 1988. \$1,000.

Carleton College. Scholarship. 1987. Summer Writing Program. \$2,000.

REFEREED CONFERENCE PRESENTATIONS

Un, C. A. 2022. Human capital and learning from and by exporting. *Academy of Management Annual Meeting*, August. Seattle, WA.

Aliasghar, O., Asakawa, K., Haar, J., Un, C. A. 2022. Foreign and domestic university collaboration and outbound open innovation. *Academy of Management Annual Meeting*, August. Seattle, WA.

Aliasghar, O., Asakawa, K., Haar, J., Un, C. A. 2022. University-industry collaboration and external knowledge commercialization. *Academy of International Business Annual Meeting*. Miami, Fl. July.

Un, C. A. 2021. "Not-Invented-Here": Foreign knowledge, exporting, and innovation. *Academy of International Business Annual Meeting*. Miami, Florida. July.

Un, C. A. 2020. From liability to advantage of refugeeness: Human capital upgrading and organizational innovations. *Academy of International Business Annual Meeting*. Miami, Florida (relocated from Hong Kong). July.

Un, C. A. 2019. Refugees' success in skill development: The advantages of foreignness and refugeeness. *Academy of International Business Annual Meeting*. Copenhagen, Denmark.

Rodriguez, A., Un, C. A. 2019. Inward internationalization: Sourcing country and modes selection. *Academy of International Business Annual Meeting*. Copenhagen, Denmark.

Un, C. A. 2018. Learning from and learning by exporting. *Strategic Management Society Annual Meeting*. Paris, France. September.

Un, C. A. and Rodriguez, A. 2018. The direct and indirect effects of R&D outsourcing on innovation. *Academy of International Business Annual Meeting*. Minneapolis, Minnesota. June.

Un, C. A. and Rodriguez, A. 2017. Local and global knowledge complementarity: R&D collaboration and innovation of foreign and domestic firms. *Strategic Management Society Special Conference on Collaborative Strategies: New Thinking about Alliances, Mergers, and Acquisitions*. San Jose, Costa Rica. December.

Un, C. A. 2017. Export, skills, and innovation. *Academy of International Business Annual Meeting*. Dubai, United Arab of Emirates. July.

Un, C. A. 2016. Learning from R&D outsourcing and learning by R&D outsourcing. *Strategic Management Society Annual Meeting*. Berlin, Germany. September.

Un, C. A. 2015. Overcoming the liability of localness in innovation. *Academy of International Business Annual Meeting*. Bangalore, India. June.

Un, C. A. 2015. Country-of-origin, government-based and consumer-based advantage and disadvantage of foreignness, and foreign investment. *Academy of International Business Annual Meeting*. Bangalore, India. June.

Un, C. A. 2014. Skills and innovation of small foreign and domestic firms. *Strategic Management Society Annual Meeting*. Madrid, Spain. September.

- Un, C. A. 2014. R&D collaborations and innovation: A comparison between subsidiaries of foreign MNEs and domestic firms. Academy of International Business Annual Meeting. Vancouver, British Columbia, Canada. June.
- Un, C.A. 2014. Advantages and disadvantages of small subsidiaries of foreign MNEs and domestic firms. Academy of International Business Annual Meeting. Vancouver, British Columbia, Canada. June.
- Un, C. A. and Asakawa, K. 2014. Integrative management practices and innovation of US and Japanese firms. Academy of International Business Annual Meeting. Vancouver, British Columbia, Canada. June.
- Un, C. A. 2013. R&D collaborations and inventions of firms. Strategic Management Society Annual Meeting. Atlanta, GA. September.
- Un, C. A. and Asakawa, K. 2013. Knowledge chain position and contextual knowledge distance and process innovation. Strategic Management Society Annual Meeting. Atlanta, GA. October.
- Un, C. A. 2013. Cross-border R&D collaborations and innovation performance. Academy of International Business Annual Meeting. Istanbul, Turkey. July.
- Un, C. A. 2013. Foreignness and innovation: Advantage, liability or both? Academy of International Business Annual Meeting. Istanbul, Turkey. July.
- Un, C. A., Asakawa, K. 2013. Types of R&D collaborations and process innovation. Strategic Management Society Lake Geneva Special Conference on Strategizing Practices from the Outliers: Enabling “Big Bang” Innovations. Lausanne, Switzerland.
- Un, C. A. 2012. Foreignness beyond liabilities: Extending our understanding of foreignness and its consequences. Academy of Management Annual Meeting. Boston. August.
- Un, C. A. 2012. International management discussion paper session: Innovation & change. Academy of Management Annual Meeting. Boston. August.
- Un, C.A., Munoz-Bullon, F., Sanchez, M.J. 2012. Skills and innovation of foreign and domestic firms. Academy of Management Annual Meeting. Boston. August.
- Un, C. A., Nieto, M. J., Santamaria, L. 2012. International R&D collaborations: Why collaborating with US firms result in radical innovations. Academy of International Business Annual Meeting. Washington D. C. June.
- Un, C.A., Munoz-Bullon, F., Sanchez, M.J. 2012. How do cosmopolitan and local employees influence the innovativeness of foreign and domestic firms? Academy of International Business Annual Meeting. Washington D. C. July.
- Un, C. A., Nieto, M. J., Santamaria, L. 2012. International R&D alliances and novelty of innovation. Strategic Management Society Special Conference on Globalization of Innovation Strategies. Singapore. June.
- Un, C.A., Munoz-Bullon, F., Sanchez, M.J. 2012. Skills and innovation of foreign and domestic firms. Strategic Management Society Special Conference on Globalization of Innovation Strategies. Singapore. June.
- Un, C.A., Munoz-Bullon, F., Sanchez, M.J. 2011. Skills and innovation of foreign and domestic firms. European Academy of International Business Annual Meeting. Bucharest, Romania. December.
- Un, C. A. 2011. The impact of foreign and domestic R&D outsourcing on innovation. Academy of International Business Annual Meeting. Nagoya, Japan. June.

- Un, C. A. 2010. Technological capabilities and the selection between offshore and onshore outsourcing of technology development. Academy of Management Annual Meeting. Montreal, Canada. August.
- Un, C. A. 2010. Technological capabilities and the selection between offshore and onshore outsourcing of technology development. Academy of International Business Annual Meeting. Rio de Janeiro, Brazil. June.
- Un, C. A. 2009. The advantages of foreignness in innovation. European International Business Academy Annual Meeting. Valencia, Spain. December.
- Un, C. A. 2009. Technology offshore outsourcing and firm performance. European International Business Academy Annual Meeting. Valencia, Spain. December.
- Un, C. A. 2009. Technology offshore outsourcing and firm performance. Strategic Management Society Annual Meeting. Washington D. C. October.
- Un, C. A. 2009. Innovativeness of subsidiaries of foreign MNEs in comparison to domestic firms. Strategic Management Society Annual Meeting. Washington D. C. October.
- Un, C. A. 2009. Technology offshore outsourcing and firm performance. Academy of Management Annual Meeting. Chicago, IL. August.
- Un, C. A. 2009. Innovativeness of subsidiaries of foreign MNEs in comparison to domestic firms. Academy of Management Annual Meeting. Chicago, IL. August.
- Un, C. A. 2009. Technology offshore outsourcing and firm performance. Academy of International Business Annual Meeting. San Diego, CA. June.
- Un, C. A. 2009. Innovativeness of subsidiaries of foreign MNEs in comparison to domestic firms. Academy of International Business Annual Meeting. San Diego, CA. June.
- Un, C. A., Cuervo-Cazurra, Asakawa, K. 2008. R&D collaborations and process innovation. Strategic Management Society Annual Meeting. Cologne, Germany. October.
- Asakawa, K., Cuervo-Cazurra, A., Un, C. A. 2008. R&D collaborations and production innovation. Academy of Management Annual Meeting. Anaheim, CA. August.
- Cuervo-Cazurra, A., Dau, L., Un, C. A. 2008. Economic and political freedoms and firm's profitability. Academy of Management Annual Meeting. August.
- Cuervo-Cazurra, A., Dau, L., Un, C. A. 2008. Economic and political freedoms and firm's profitability. Academy of International Business Annual Meeting. July.
- Un, C. A. 2007. Nation-based and subsidiary-based institutional intelligences and transnational product improvement. Academy of International Business Annual Meeting. Indianapolis, IN. June.
- Cuervo-Cazurra and Un, C. A. 2007. Why some firms never invest in R&D. Academy of Management Annual Meeting. Philadelphia, PA. August.
- Un, C. A. 2007. Nation-based and subsidiary-based institutional intelligences and transnational product improvement. Academy of Management Annual Meeting. Philadelphia, PA. August.
- Cuervo-Cazurra and Un, C. A. 2007. Why some firms never invest in R&D. Strategic Management Society. San Diego. October.
- Un, C. A. 2007. Nation-based and subsidiary-based institutional intelligences and transnational product improvement. Strategic Management Society. San Diego. October.
- Cuervo-Cazurra, A. and Un, C. A. 2006. Regional economic integration agreement and R&D investment. Academy of International Business Annual Meeting. Beijing, China. June.

- Cuervo-Cazurra, A. and Un, C. A. 2006. R&D investment of subsidiaries of foreign MNEs vs. domestic firms in the same country. Academy of International Business Annual Meeting. Beijing, China. June.
- Cuervo-Cazurra, A. and Un, C. A. 2006. Regional economic integration agreement and R&D investment. Academy of Management Annual Meeting. Atlanta, GA. August.
- Cuervo-Cazurra, A. and Un, C. A. 2006. R&D investment of subsidiaries of foreign MNEs vs. domestic firms in the same country. Academy of Management Annual Meeting. Atlanta, GA. August.
- Un, C. A. 2004. Integrative routine and learning in established firms. Strategic Management Society Annual Meeting. San Juan, Puerto Rico. November.
- Un, C. A. 2004. Integrative management practices and the exploitation/exploration dilemma. Strategic Management Society Annual Meeting. San Juan, Puerto Rico. November.
- Un, C. A. 2004. Integrative management practices and the exploration/exploitation dilemma of U.S. and Japanese firms. Academy of Management Annual Meeting. New Orleans, LA. August.
- Un, C. A. 2004. Integrative management practices and the exploration/exploitation dilemma of U.S. and Japanese firms. Academy of International Business Annual Meeting. Stockholm, Sweden. July.
- Un, C. A. and Cuervo-Cazurra, A. 2003. Knowledge creation when new knowledge requires different sources of existing knowledge. Academy of Management Annual Meeting. Seattle, Washington. August.
- Cuervo-Cazurra, A. and Un, C. A. 2003. The bald eagle cannot find its way in the rainforest: Sources and solutions to the difficulties of internationalization of developed country MNEs into less developing countries. Academy of International Business Annual Meeting. Monterey, CA. July.
- Un, C. A. 2002. Organizational capabilities, knowledge, and innovation: Strategies for developing the capability to mobilize and create knowledge for innovation. INFORMS Annual Meeting. San Jose, CA. November.
- Un, C. A. 2002. Project-level integrative mechanisms and knowledge creation: An empirical test. European International Business Association Annual Meeting. Athens, Greece. December.
- Un, C. A. 2002. Beyond organizational design: Knowledge mobilization and creation for product innovation. Strategic Management Society Annual Meeting. Paris, France. September.
- Un, C. A. and A. Cuervo-Cazurra. 2002. The development of the firm's capability to mobilize and create knowledge. Strategic Management Society Annual Meeting. Paris, France. September.
- Un, C. A. 2002. Investment strategies of U.S. and Japanese firms in developing innovation capability. Academy of Management Annual Meeting. Denver, CO. August.
- Un, C. A. 2002. A dynamic model of processes of knowledge mobilization between firm's external and internal environments and the creation of new knowledge for innovation. Academy of Management Annual Meeting. Denver, CO. August.
- Un, C. A. 2002. The embeddedness of project teams in organizations: Implications for the development of the capability to mobilize and create knowledge for innovation. Academy of Management Annual Meeting. Denver, CO. August.
- Un, C. A. 2002. Determinants of knowledge mobilization and creation in project-teams of U.S. and Japanese MNEs Located in the United States. Academy of International Business Annual Meeting. San Juan, Puerto Rico. June.

- Un, C. A. 2002. How do firms develop the capabilities to mobilize and create new knowledge?: Insights from comparative case studies. European Conference on Organizational Knowledge, Learning, and Capabilities Annual Meeting. Athens, Greece. April.
- Un, C. A. and A. Cuervo-Cazurra. 2002. Complements or substitutes?: The effects of organization and project team strategies on the capability to mobilize and create knowledge for innovation. European Conference on Organizational Knowledge, Learning, and Capabilities Annual Meeting. Athens, Greece. April.
- Un, C. A. 2001. Determinants of organizational innovation capability in U.S. and Japanese MNEs. Academy of International Business Annual Meeting. Sydney, Australia. November.
- Un, C. A. 2001. How do companies develop the capability to mobilize and create knowledge for innovation?: Comparative case studies of US and Japanese firms located in the US and Japan. Academy of International Business Annual Meeting. Sydney, Australia. November.
- Un, C. A. 2001. Strategies for innovation capability development and performance. Academy of Management Annual Meeting. Washington D.C. August.
- Un, C. A. 2001. Determinants of organizational innovation capability: development, socialization, and incentives. Academy of Management Annual Meeting. Washington D.C. August.
- Un, C. A. 2001. Determinants of innovation capability at the project team-level: development, incentives, and selection. Academy of Management Annual Meeting. Washington D.C. August.
- Un, C. A. 2001. Complements or substitutes? The effect of organizational communication routines and project team management practices on innovation capability. DRUID Conference in Honor of Nelson and Winter. Aalborg, Denmark. June.
- Un, C. A. 2000. Models of capability development for knowledge creation and mobilization. Academy of International Business Annual Meeting. Phoenix, AZ. November.
- Un, C. A. 2000. Strategies for capability development and performance. Strategic Management Society Annual Meeting. Vancouver, BC, Canada. October.
- Un, C. A. 2000. Complements or substitutes? The impact of the organization-level factors and project team-level management practices on innovation capability. Academy of Management Annual Meeting. Toronto, ON, Canada. August.

INVITED PRESENTATIONS

Brandeis University (USA), Cornell University (USA), Florida International University (USA), Harvard University (USA), INSEAD (France), London Business School (United Kingdom), Massachusetts Institute of Technology (USA), McGill University (Canada), New York University (USA), NIDA Business School (Thailand), Northeastern University (USA), Simon Fraser University (Canada), Singapore Management University, Stockholm School of Economics (Sweden), Uppsala University (Sweden), University of South Carolina (USA), Vienna University of Economics and Management (WU) (Austria).

TEACHING EXPERIENCE

Northeastern University, D'Amore-McKim School of Business.

International Business and Global Social Responsibility (undergraduate core/required course). 2011-present.

International Business, Management and Environment (undergraduate core/required course). 2013, 2014.

Managing the Global Enterprise (Part-time MBA core course). 2014.

University of South Carolina, Moore School of Business.

Doctoral Seminar in International Management (Ph.D.). 2008.

Introduction to International Business (Undergraduate). 2009, 2010, 2011.

Cross-Cultural Behavior and Negotiations (Undergraduate). 2007, 2008, 2009, 2010

Business in Asia (Undergraduate). 2007, 2008, 2009, 2010, 2011.

Cornell University, Johnson Graduate School of Management.

International Management (Ph.D.). 2001, 2002.

Strategic Management of Multinational Firms (MBA). 2002, 2003, 2004.

International Competitive Strategy (MBA). 2001, 2002, 2003, 2004.

Strategic Knowledge Management (MBA). 2003, 2004.

Massachusetts Institute of Technology, Sloan School of Management.

Research Methods (Undergraduate). 2000, 2001.

STUDENT ADVISING**Graduate**

Member of the Ph.D. thesis committee of Shad Morris. Cornell University, Industrial and Labor Relations School. *Intellectual Capital Investments in Learning Capabilities: Toward a Framework for Managing Human Resource Practices in the MNC*. 2003-2005. (First job, Ohio State University).

Member of the Ph.D. thesis committee of Sung Choon Kang. Cornell University, Industrial and Labor Relations School. *Managing the Intellectual Capital Architecture: An Examination of the Influence of HRM on Bilateral Learning in Law Firms*. 2003-2005. (First job, Seoul National University).

Undergraduate

Director of the Undergraduate Honors Thesis of Amy Charbonneau, University of South Carolina, Moore School of Business, *The Grameen bank in Ecuador*, 2007-2008.

Director of the Undergraduate Honors Thesis of Hanxu Fan, University of South Carolina, Moore School of Business, *Lenovo in China*, 2009-2010.

Director of the Undergraduate Honors Thesis of Jenifer Snape, University of South Carolina, Moore School of Business, *The Grameen Bank in Columbia*, 2010-2011.

Other

First-Year Scholar Mentor. Susanne Wolff. University of South Carolina, Moore School of Business 2009-2010.

First-Year Scholar Mentor. Laura Musselman. University of South Carolina, Moore School of Business 2008-2009.

Examiner of Organization Theory Qualifying Examination of Chad Proell (2003), Oliver Sheldon (2003), Sujin Lee (2002), Matt Rodgers (2002), Ethan Burriss (2001), Kristin Jackson (2001). Cornell University, Johnson Graduate School of Management.

Examiner of Organizational Behavior Qualifying Examination of Chad Proell (2003) and Oliver Sheldon (2003). Cornell University, Johnson Graduate School of Management.

Instructor. Independent Study on Innovation (full semester). Kevyn Yong. Cornell University, Johnson Graduate School of Management. Fall 2003.

Instructor. Proseminar in Organizational Behavior. Cornell University, Johnson Graduate School of Management. Fall 2003.

Instructor (volunteer). LEAD Program (national program for under-represented minority). Cornell University, Johnson Graduate School of Management. Course on International Competitive Strategy. Summer 2002.

SERVICE TO THE PROFESSION

Editorial Board Membership

Global Strategy Journal, 2017-present.

Industry and Innovation, 2016-present.

Journal of Product Innovation Management, 2014-2019.

Journal of World Business, 2014-present.

Organization Studies, 2003-2013.

Journal of Engineering and Technology Management, 2015-present.

Ad-Hoc Reviewer

Journals: *Administrative Science Quarterly*, *Global Strategy Journal*, *IEEE Transaction Management*, *International Journal of Technology Management*, *Journal of International Business Studies*, *Journal of Management Studies*, *Journal of Product Innovation Management*, *Journal of Technology & Engineering Management*, *Journal of World Business*, *Management Science*, *Organization Science*, *Organization Studies*, *R&D Management*, *Research Policy*, *Strategic Management Journal*, *Technovation*

Conferences: Academy of International Business Annual Meeting, Academy of Management Annual Meeting, Strategic Management Society Annual Meeting

Positions in Professional Associations

Best Paper Award reviewer. Strategic Management Society Special Conference Oslo, Norway. 2018.

Best Paper Award reviewer. Strategic Management Society Special Conference Sao Paulo, Brazil. 2018.

Best Paper Award reviewer. Strategic Management Society Special Conference Costa Rica. 2017. Mentor. Mentoring program. Academy of International Business Annual Meeting. 2018.

Created, Launched, and Chaired, the Inaugural Academy of International Business Special Interest Townhall Sessions. Academy of International Business Annual Meeting. 2016.

Best Paper Award for Research Methods. Selection Committee Member. Academy of International Business Annual Meeting. 2016.

Associate Program Chair (finalist). Global Strategy Interest Group. Strategy Management Society. 2015.

Associate Program Chair (finalist). Global Strategy Interest Group. Strategy Management Society. 2013.

Best Conference Ph.D. Paper Prize. Selection Committee Member. Strategic Management Society Annual Meeting. 2012.

Best Dissertation Award. Selection Committee Member. Academy of International Business Annual Meeting. 2011.

Representative-at-Large (elected). Global Strategy Interest Group. Strategic Management Society. 2010-2011.

Best Conference Ph.D. Paper Award. Selection Committee Member. Strategic Management Society Annual Meeting. 2010.

Service in Professional Association Meetings

- Doctoral consortium chair. 2022. *Managing your academic career*. Academy of International Business Annual Meeting. Miami, Florida. July.
- Junior faculty consortium panelist. 2020. *Planning a successful academic career*. Miami, Florida. July.
- Session chair. Sourcing innovation. Strategic Management Society Annual Meeting. Paris, France. September. 2018.
- Session chair. Spillovers in and from host countries. Academy of International Business Annual Meeting. Dubai, United Arab of Emirates. July. 2017.
- Track chair. Conference Theme – Global-Local Connections. Academy of International Business United States Northeast Chapter Annual Meeting. 2017.
- Session chair. Spillovers in and from Host Countries. Academy of International Business Annual Meeting. 2017.
- Chair, Research Methods Townhall Session. The Academy of International Business Annual Meeting. 2016.
- Session chair. MNC structure and innovation. Academy of International Business Annual Meeting. Bangalore, India. June 2015.
- Session chair. Global knowledge management. Academy of International Business Annual Meeting. Vancouver, Canada. June 2014.
- Organizer and session chair. Panel on cross-border R&D collaborations and innovation performance. Academy of International Business Annual Meeting. Istanbul, Turkey. July 2013.
- Organizer and session chair. Panel on foreignness and innovation: Advantage, liability or both? Academy of International Business Annual Meeting. Istanbul, Turkey. July 2013.
- Discussant. R&D. Strategic Management Society Annual Meeting. Prague. Czech Republic. October 2012.
- Invited Panelist. Foreignness beyond liabilities: Extending our understanding of foreignness and its consequences. Academy of Management Annual Meeting. Boston. August 2012.
- Discussant (session coach). International management discussion paper session. Academy of Management Annual Meeting. Boston. August 2012.
- Session chair. Internationalization of R&D. Academy of International Business Annual Meeting. Rio de Janeiro, Brazil. June 2010.
- Session chair. Offshoring & Outsourcing. Strategic Management Society Annual Meeting. Washington D.C. October 2009.
- Session chair. Political risk. Academy of International Business Annual Meeting. Milan, Italy. July 2008.
- Session chair. Network and innovation. Academy of Management Annual Meeting, New Orleans, LA. August 2004.
- Session chair. People and the other soft assets, Strategic Management Society Annual Meeting, Vancouver, BC, Canada. June 2000.
- Other Participation in Professional Association Meetings**
- New Faculty Consortium. Selected Participant. Academy of Management, Business Policy and Strategy Division. 2001.
- Doctoral Consortium. Selected Participant. Academy of Management, International Management Division. 2000.
- Doctoral Consortium. Selected Participant. Academy of International Business. 2000.

Doctoral Consortium. Selected Participant. Academy of Management, Business Policy and Strategy Division. 1999.

Center for International Business Education and Research Doctoral Consortium. Selected Participant. Duke University. 1999.

Membership in Professional Associations

Academy of International Business, Academy of Management, Strategic Management Society.

SERVICE TO THE UNIVERSITY

Northeastern University

Department

Participant, China Insights Series. 2020-present.

Participant, India Lecture Series. 2017-present.

Committee on journals selected for tenure/promotion. Member. 2014.

Participant, Center for Emerging Markets Nardone Speaker Series. 2011-present.

Nomination committee for the Ronald Copeland Best Paper Award. Member. 2013.

Committee on journals selected for tenure/promotion. Chair. 2012.

School

Tenure and Promotion Committee. 2021-2023.

Sabbatical Committee. 2021-2023.

Tenure and Promotion Committee. Member (alternate). 2020-2021.

Sabbatical Committee. Elected member (chair, 2020). 2016-2020.

Strategic Planning Committee. Elected member. 2013-2014.

Ad-hoc appeals subcommittee for Bachelor of Science in International Business. Organizer and member. 2013.

University

Asian Faculty & Staff Affinity Group, member. 2021-present.

ADVANCE. Women of color academy, member. 2018-present.

Asian Faculty & Staff Affinity Group Steering Committee. 2021.

ADVANCE. Women of color conference planning committee. 2018-2020.

University Commencement Ceremonies. Faculty marshal. 2014, 2016, 2017, 2019.

University Scholars Program. Faculty representative. 2016.

University of South Carolina

Department

International Business speaker series. Co-organizer. 2007-2008.

New course subcommittee. Member. 2007, 2008.

Ph.D. Application Committee. Member. 2007.

Comprehensive Exam Committee. Member. 2006-2007.

Regional courses subcommittee. Member. 2005-2006.

School

Teaching Effectiveness Committee. Member. 2007-2008.

Global Focus Task Force. Member. 2006-2007.

Ivory Tower to Marketplace course. Guest speaker. 2009.

MBA case competition. Judge. 2006.

Cornell University

Department

Management and Organizations Brown Bag. Organizer. 2003-2004.

Management and Organizations Brown Bag. Organizer. 2001-2002.

School

International Programs Committee. Member. 2002-2004.

Center for International Business Education and Research Task Force. Member. 2001-2002.

University

Management and Organizations Area and Industrial and Labor Relations School
Organizational Behavior Group Speaker Series. Co-organizer. 2002-2003.

Cornell University Strategy Speaker Series. Johnson Graduate School of Management,
Applied Economics and Management Department, School of Hotel Administration, and
Industrial and Labor Relations School. Co-organizer. 2003-2004.

Faculty Recruitment. Applied Economics and Management Department. Facilitator. 2001,
2002.

Faculty Recruitment. Industrial and Labor Relations School. Facilitator. 2001, 2002.

Global Strategy Chair Recruitment. School of Hotel Administration. Facilitator. 2002.

Faculty Tenure Review. Applied Economics and Management Department. Facilitator.
2002.