

Nicholas Athanassiou

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EDUCATION

Ph. D., Business Administration, University of South Carolina, 1995

M.B.A., University of Michigan, 1974

M.S.E.E., Georgia Institute of Technology, 1972

B.S., Naval Academy of Greece, 1967

EMPLOYMENT EXPERIENCE

ACADEMIC: 1995 – 2017

D'Amore-McKim School of Business, Northeastern University

Emeritus Professor, 2017; Associate Professor, 2002 – 2017; Assistant Professor, 1995 - 2002.

Chair, International Business & Strategy Department, 2005 – 2014.

Academic Director BSc in International Business, 2003 – 2017 and MSc in International Management, 2005 – 2016.

Main Courses Taught: Global Management, Strategic Management, Cultures' Impact on Managing Across National Borders

CORPORATE: 1974 - 1990

PepsiCo, KFC International Division

Regional Director, Europe and Middle East, 1989 – 1990. London, UK base;

Regional Director. North Pacific, 1983 – 1989. Tokyo, Japan base

- Managed country-market entry for new business development: Korea, Taiwan, Philippines, and Thailand; Regional Finance Director responsible for all reporting to US parent; KFC Japan Board of Directors member responsible for marketing strategy coordination, strategic planning, and monitoring implementation of US parent company's strategic plan.

Heublein, Inc.

Director, European Operations, Restaurant Division, 1982 – 1983. London, UK base; Licensing & Exports, Beverage Division, 1981 – 1982. London, UK base; Director Strategic Planning and Development. Beverage and Restaurant Divisions, 1979 – 1981. London, UK base

Senior International Auditor, 1974 – 1978. Farmington, Connecticut, USA base

Audited Heublein's acquisitions and subsidiaries in Europe, Africa, Latin and Central America

GREEK NAVY: 1963 - 1970

Naval Officer, 1967 – 1970. Navigation and communications officer on destroyers, commanding officer of royal yacht, exchange officer to US 6th Fleet

CONSULTING

D'Amore-McKim School of Business, Advisor to Dean on International Business programs, 2019 -

Ervin Industries, Ann Arbor, MI, Board of Directors Member, 2015 -

Scully Signal Co. Wilmington, MA, Strategic Planning consultant, 2018 – 2019.

Pleasant Bay Community Boating, Orleans, MA, Strategic Planning consultant, 2017 – 2018.

PUBLIC SERVICE AND BUSINESS ACTIVITIES

Town of Orleans, Finance Committee member, 2019 -

Payomet Performing Arts Center, Truro, MA, Board of Directors Member, 2019 -
Namequoit Sailing Association, Orleans, MA, Chair, Sailing School Program, Board of Directors
Member, 2015 – 2019.
Open University of Wellfleet, Wellfleet, MA, Board of Directors Member, 2017 –
USS Slater (x-HNS Aetos) Destroyer Escort museum, Albany, NY Board of Directors advisor, 2004 –
Framingham History Museum, Board of Directors Member, 2001 – 2005
HNS Battleship Averof Museum, Athens, Greece, Advisor to the Commanding Officer, 1995 – 2005.

SCHOLARSHIP AND RESEARCH

Refereed Articles

- “Regional and Global Alliance Networks of Triad MNEs: A Social Networks Theory Perspective.”
Banalieva, E., Athanassiou, N. (2010), 18(1): pp. 8-20, *Multinational Business Review*.
- “Social structures and personal values that predict e-mail use: An international comparative study.”
Mark F. Peterson, Susan J. Thomason, N. Althouse, Nicholas Athanassiou, G. Curri, R.
Konopaske, Tomasz Lenartowicz, M. R. Meckler, Mark E. Mendenhall, A. Mogaji, and J.I.A.
Rowney, *Journal of Global Information Management*, 2010, 18(2): pp. 57-84.
- “Exploring business ethics research in the context of international business,” Christopher Robertson
and Nicholas Athanassiou, *Management Research News*, 2009, 32(2), pp. 1130-1146.
- “A new direction for Global Teams Research: Introduction to Special Issue,” Martha Maznevski and
Nicholas Athanassiou, *Management International Review*. 2006, 46(6).
- “International Heterogeneity Effects on the Top-Management-Team Advice Network,” Nicholas
Athanassiou and Kendall Roth. *Management International Review*. 2006, 46(6).
- “Networking for global new product innovation.” G. Barczak, E. F. McDonough III and N.
Athanassiou and G. Barczak. *International Journal of Business Innovation and Research*,
forthcoming, 2006, Vol. 1, Nos.1/2, pp. 9-26.
- “So You Want to be a Global Project Leader,” Edward McDonough, Gloria Barczak and Nicholas
Athanassiou, *Research*Technology Management*, May-June 2006, 49(3): 28-35. Reprinted in
IEEE Engineering Management Review, Third Quarter 2006, 34(3): 62-70.
- “Critical Thinking in the Management Classroom: Bloom's Taxonomy as a Learning Tool,”
Athanassiou, Nicholas, Jeanne M. McNett, and Carol Harvey. *Journal of Management
Education*, 2003, 27(5), 533-555. (2004 R. Roethlisberger Award for best paper published in
2003, The Organizational Behavior Teaching Society).
- “The Influence of the International Business Experience of the Top Management Team on the
Internationalization of the Firm: Social Networks at Work,” N. Athanassiou and D. Nigh.
Management International Review, 2002, 42(2), 157-181.
- “Founder Centrality Effects on the Mexican Family Firm’s Top Management Group: Firm Culture,
Strategic Vision and Goals, and Firm Performance,” Athanassiou, N., Crittenden, W. F., Kelly L.
M. & Márquez P. G. *Journal of World Business*. 2002, 37(2), 139-150.
- “Founder centrality and the strategic posture of a family owned firm,” L. M. Kelly, N. Athanassiou
and W. F. Crittenden. *Entrepreneurship: Theory & Practice*. 2000, 25(2), 27-41.
- “Internationalization, Tacit Knowledge and the Top Management Teams of MNCs,” N. Athanassiou
and D. Nigh. *Journal of International Business Studies*. 2000, 31(3), 471-488.
- “The Impact of Company Internationalization on Top Management Team Advice Networks: A Tacit
Knowledge Perspective,” N. Athanassiou and D. Nigh. *Strategic Management Journal*, 1999,
19(1), 83-92.
- “Social Networks and International Management Research,” N. Athanassiou. *Connections*. Journal
of the International Network of Social Network Analysis, 1999, 22(2), 25-38.
- “International Strategy Research: Cross-cultural Methodology Implications,” S. Samiee and N.
Athanassiou. *Journal of Business Research*, 1998, 43(2), 79-96.

Book chapters

- “*Designing Experiential into an International Business Program...*” Lane, H., Bird, A., Athanassiou, N. in Taras, V. (ed.) *The Palgrave Handbook of Experiential Learning in International Business*, Lane, H., Bird, A., Athanassiou, N. (2017) Palgrave Macmillan.
- “*Absorptive capacity: A component of innovative capabilities*” Athanassiou, N. In Vodosek, M., den Hartog, D. (Volume 3, eds.) of *International Management In Cooper, G. (ed.) Wiley Encyclopedia of Management*,. (2014) Wiley.
- “*Internalization and the multinational firm*” Athanassiou, N. In Vodosek, M., den Hartog, D. (Volume 3, eds.) of *International Management In Cooper, G. (ed.) Wiley Encyclopedia of Management*,. (2014) Wiley.
- “*Social Capital in the International Business Context*” Athanassiou, N., Maznevski, M. L. In Vodosek, M., den Hartog, D. (Volume 3, eds.) of *International Management In Cooper, G. (ed.) Wiley Encyclopedia of Management*, (2014) Wiley.
- “An International Comparative Study of the Roles, Rules, Norms, and Values that Predict Email Use,” Peterson, M. F., Konopaske, R., Thomason, S. J., Lenartowicz, T., Althouse, N., Meckler, M., Athanassiou, N., Mendenhall, M. E. In *International Comparisons of Information Communication Technologies: Advancing Applications*. (2012)
- “Bringing The Outside In: Learning and Knowledge Management Through External Networks,” M. Maznevski and N. Athanassiou, In *Handbook of Knowledge Creation and Management*, K. Ishijo and I. Nonaka (Eds.), 2007, New York, NY: Oxford University Press.
- “The Impact of Company Internationalization on Top Management Team Advice Networks: A Tacit Knowledge Perspective,” N. Athanassiou and D. Nigh.” In *Knowledge Management: Critical Perspectives in Business and Management*, I. Nonaka (Ed.), 2005, pp. 79-94, Oxford: RoutledgeFalmer
- “Managing Complexity in the Global Innovation Process: A Social Networks and Social Capital Solution,” E. F. McDonough III, F. C. Spital, and N. Athanassiou. In *Handbook of Global Management: A Guide to Managing Complexity*. H. Lane, M. Maznevski, M. Mendenhall and J. McNett (Eds.), 2004, Oxford: Blackwell.
- “Knowledge Transfer in the MNC,” T. Kostova, N. Athanassiou, and I. Berdrow. In *Handbook of Global Management: A Guide to Managing Complexity*. H. Lane, M. Maznevski, M. Mendenhall and J. McNett (Eds.), 2004, Oxford: Blackwell.
- “Global Teams that Work: A Relational Capital Perspective,” M. Maznevski and N. Athanassiou. In *Virtual Teams Handbook*. C. Gibson and S. Cohen (Eds.), 2002, San Francisco, CA: Jossey-Bass.
- “Implementing Strategy, Structure and Systems,” Chapter 2 revision. In *International Management Behavior*. H. Lane, J. DiStefano and M. Maznevski, 4th Edition, 2000 Oxford: Blackwell.

Cases in Textbooks

- “Blue Ridge Spain,” J. M. McNett, N. Athanassiou, H. Lane and D. Wesley. *Northeastern University Case Series, 902M03*. Richard Ivey School of Business, The University of Western Ontario, 2003. In *Cases in Alliance Management: Building Successful Alliances*, M. J. Kelly and Jean-Louis Schaan, 2006, pp. 181-192, London, Ontario: Ivey.
- “Blue Ridge Spain,” J. M. McNett, N. Athanassiou, H. Lane and D. Wesley. *Northeastern University Case Series, 902M03*. Richard Ivey School of Business, The University of Western Ontario, 2003. In *International Management*, 5th Edition, P. Beamish, A. Morrison, P. Renswieg and Andrew Inkpen, New York, NY: McGraw-Hill.
- “Jack's Cross-Cultural Challenge; Sumiko's Dilemma,” N. Athanassiou and J. McNett. In Carol Harvey and June Allard *Understanding and Managing Diversity: Readings, Cases and Exercises*, 2nd Edition, Upper Saddle River, NJ: Prentice Hall, 2002.
- “Terralumen Spain,” N. Athanassiou, J. McNett and D. Wesley. In *International Marketing and Export Management*, Albaum G., Strandskov J. and E. Duerr, E., 4th Edition, London: Addison-Wesley-Longman/Pearson, 2002.

Published Cases and Teaching Notes

- “Compaq High Performance Computing (A).” N. Athanassiou, E. F. McDonough, F. Spital and D. Wesley, *Northeastern University Case Series, 9B03M041*, Richard Ivey School of Business, The University of Western Ontario, 2003.
- “Compaq High Performance Computing (B).” N. Athanassiou, E. F. McDonough, F. Spital and D. Wesley, *Northeastern University Case Series, 9B03M041*, Richard Ivey School of Business, The University of Western Ontario, 2003.
- “AOL Latin America,” H. Lane, N. Athanassiou and D. Wesley, *Northeastern University Case Series, 9B02M029*, Richard Ivey School of Business, The University of Western Ontario, 2002.
- “Terralumen Spain,” N. Athanassiou, J. McNett and D. Wesley. *Northeastern University Case Series, 902M09*, Richard Ivey School of Business, The University of Western Ontario, 2002.
- ”Blue Ridge Spain,” J. M. McNett, N. Athanassiou, H. Lane and D. Wesley. *Northeastern University Case Series, 902M03*. Richard Ivey School of Business, The University of Western Ontario, 2002.
- “Marching to a Different Drummer,” J. M. McNett and N. Athanassiou. University of San Francisco, *Non Profit Management Collection*, 1999.

Executive Teaching

- D’Amore-McKim School of Business, Northeastern University, management program for *Brown Brothers, Harriman*, Boston, MA, Fall 2014, Winter 2015.
- IPADE (Instituto Panamericano de Alta Direccion de Empresa), Mexico City, Mexico. Executive MBA Program, July 2002; International Management Program May 2000 and April 2001.
- Institute for International Management Development, Lausanne, Switzerland. Discovery Event for company executives on IMD partner network. Two day program on virtual team building of dynamic learning networks. November 2001.
- Ernst and Young, Financial Services Industry Group meeting, Washington, DC. Seminar on Global Teams Effectiveness Study. July 2001.
- Henley Management Centre, MBA field visit to USA, cultural implications of competition in the US marketplace module, Northeastern University. Spring 2001.
- Turnaround Professional Certification Training, Northeastern University. 1998 – 1999.
Management module in the Turnaround Management Professional Certification examination.
Northeastern University faculty members manage program.
- City of Boston Adult Education Program, Mini-MBA program. April 1999.
One-day module on international management which was part of six day mini-MBA program.
- Digital Equipment Corporation, Financial Development Program, spring 1997, 1998
Strategic management module in financial analysts program. Module sessions delivered with Digital finance executives
- Naval War College, Greek Navy, Athens, Greece. March 1998
Seminar on Strategic Planning.
- Prudential Relocation and Intercultural Services Inc. 1996 – 1999
Foreign assignment expatriation and repatriation briefings on career issues and cross-cultural management challenges for senior expatriating managers and their spouses.

Graduate and Undergraduate Teaching, D’Amore – McKim School of Business

- Global Strategic Management
- Cultural Differences and Impact on Management Across National Borders
- Becoming a Global Manager (foundation Freshman course)
- Managing the International Assignment
- International Business Principles
- Greece – Turkey Summer Field Study

Academic Service (selected)

- Undergraduate Programs Committee

Graduate Programs Committee

Founder and Director of Master of International Management Program, 2005 - 2016

Academic Director of Bachelor of Science in International Business, 2003 to 2017 (USNWR ranked 8th in USA in 2017-2019, top 15 in the previous 12 years)

Chair (inaugural) of the D'Amore-McKim International Business and Strategy Department 2004 = 2014 (grew from 12 to 29 full-time faculty members)

President of Consortium for Undergraduate International Business Education in 2008-2009); member of Executive Committee 2005-2017

Ad Hoc review board: Journal of International Business Studies, Management International Review, Strategic Management Journal (1095-2017)

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