

**Paula Caligiuri, Ph.D.**  
D'Amore-McKim School of Business  
Northeastern University  
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## **Academic Employment History**

### **Northeastern University, D'Amore-McKim School of Business**

2015-present	Director & Founder, Cultural Agility Leadership Lab
2013-present	DMSB Distinguished Professor, International Business & Strategy

### **Rutgers University, School of Management and Labor Relations**

2008-2013	Professor, Human Resource Management
2001-2010	Director, Center for Human Resource Strategy
2001-2008	Associate Professor, Human Resource Management
1995-2001	Assistant Professor, Human Resource Management

### **Università Bocconi, SDA Bocconi**

2003-2006	Co-Director, Executive Master in HR Leadership Program
2003-2005	Visiting Professor

## **Academic Degrees**

Ph.D., Industrial/Organizational Psychology  
The Pennsylvania State University (1995)

M.S., Industrial/Organizational Psychology  
The Pennsylvania State University (1992)

B.A., Psychology  
Canisius College (1989)

## **Scholarship**

### **Public Recognition of Scholarship**

- Awarded Silver Medal for intellectual contributions to the *Journal of International Business Studies* (June 2019)
- Named the second most prolific author in the field of Expatriate Management (IJHRM, 2017).
- Recipient of the Applied Science Award 2016, Institute for Cross-Cultural Management (Florida Institute of Technology)
- Finalist (with Ahsiya Mencin and Kaifeng Jiang) for the 2013 Best Article Award in *Personnel Psychology*.
- Awarded (with Ibraiz Tarique) the Best Global Leadership Research published in 2012 by the Global Leadership Advancement Center.
- Awarded (with Saba Colakoglu) the 2009 Best Paper in International Human Resource Management (2<sup>nd</sup> place) by the Academy of Management.
- Awarded (with Guenter Stahl, Cheihwee Chua, Jean-Luc Cerdin, and Mami Taniguchi) the 2010 Best Paper in International Human Resource Management (2<sup>nd</sup> place) by the Academy of Management.

### **Journal Articles**

Caligiuri, P., DuBois, C.L.Z., Lundby, K., & Sinclair, E. (2020). Fostering international-domestic student integration through an intervention to increase cultural agility, *Research in Comparative and International Education*.

Traylor, A. & Caligiuri, P. (2019). The Study Buddy Effect: Studying Abroad with a Close Friend and the Development of Cultural Agility, *Research in Comparative and International Education*. 14(4).

Caligiuri, P. Mencin, A., Jayne, B. & Traylor, (2019). Developing cross-cultural competencies through international corporate volunteerism, *Journal of World Business*, 54(1), 14-23.

Caligiuri, P., Bonache, J. (2016). The enduring and evolving challenges in global mobility. *Journal of World Business*, 51(1), 127-141.

Franko, D., Rinehart, J., Kenney, K., Loeffelholz, M., Guthrie, B., & Caligiuri, P. (2016) Supporting faculty mentoring through the use of creative technologies: There's an app for that. *International Journal of Mentoring and Coaching in Education*, 5(1), 54-64.

Zellmer-Bruhn, M., Caligiuri, P., Thomas, D. (2016). Experimental designs in international business research. *Journal of International Business Studies*, 47, 399-407.

Caligiuri, P., Tarique, I. (2016). Cultural agility and international assignees' effectiveness in cross-cultural interactions. *International Journal of Training and Development*, 20(4), 280-289.

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.

Caprar, D., Devinney, T., Kirkman, B., Caligiuri, P. (2015). Conceptualizing and measuring culture in international business and management: From challenges to potential solutions. *Journal of International Business Studies*, 46, 1011-1027.

Caligiuri, P., & Thoroughgood, C. N. (2015). Developing responsible global leaders through corporate-sponsored international volunteerism programs. *Organizational Dynamics*, 44(2), 138-145.

Hippler, T., Caligiuri, P. & Johnson, J. (2014) Revisiting the Construct of Expatriate Adjustment: Implications for Theory and Measurement. *International Studies of Management and Organization*.44 (3): 8-24.

Caligiuri, P. (2014). Many moving parts: Factors influencing the effectiveness of HRM practices designed to improve knowledge transfer within MNCs, *Journal of International Business Studies*, 45, 63–72.

Hippler, T., Caligiuri, P.M., Johnson, J.E. & Baytalskaya, N. (2014) The Development and Validation of a Theory-Based Expatriate Adjustment Scale. *The International Journal of Human Resource Management*, 25(14): 1938-1959.

Caligiuri, P., Mencin, A., & Jiang, K. (2013) Win-Win-Win: The Influence of Company-Sponsored Volunteerism Programs on Employees, NGOs, and Business Units. *Personnel Psychology*, 825-860.

Caligiuri, P. & Thomas, D. (2013). How to Write a High-Quality Peer Review, *Journal of International Business Studies*, 44, 547-553.

Caligiuri, P. (2013) Developing Culturally Agile Global Business Leaders. *Organizational Dynamics*, 42, 175-182.

Cuervo-Cazurra, A., Caligiuri, P., Andersson, U., & Brannen, M. Y. (2013). How to Write Articles with Practical Relevance, *Journal of International Business Studies*. 44, 285-289.

Caligiuri, P. & Tarique, I. (2012). Dynamic cross-cultural competencies and global leadership effectiveness. *Journal of World Business*, 47, 612-622.

Scullion, H., Collings, D., & Caligiuri, P. (2010). Global talent management. *Journal of World Business*, 45 (2), 105-108.

Caligiuri, P.M., Colakoglu, S., Cerdin, J-L., & Kim, M.S. (2010), Examining Cross-Cultural and Individual Differences in Predicting Employer Reputation as a Driver of Employer Attraction, *International Journal of Cross-Cultural Management*, 10, 137-151.

Caligiuri, P. & Tarique, I. (2009). Predicting effectiveness in global leadership activities. *Journal of World Business*, 44, 336-346.

Tarique, I. & Caligiuri, P. (2009). Effectiveness of in-country cross cultural training: Role of cross-cultural absorptive capacity. *International Journal of Training and Development*. 13, 148-164.

Caligiuri, P., Tarique, I., & Jacobs, R. (2009). Selection for International Assignments. *Human Resource Management Review*, 19, 251-262.

Colakoglu, S., Tarique, I., & Caligiuri, P. (2009). Towards a conceptual framework for the relationship between subsidiary staffing strategy and subsidiary performance. *International Journal of Human Resource Management*, 6, 1288-1305.

Stahl, G., Chua, C.H., Caligiuri, P., Cerdin, J.L., & Taniguchi, M. (2009). Predictors of turnover intentions in learning-driven and demand-driven international assignments: The role of repatriation concerns, satisfaction with company support, and perceived career advancement opportunities. *Human Resource Management*, 48 (1), 89-109.

Colakoglu, S., & Caligiuri, P.M. (2008). Cultural distance, expatriate staffing, and subsidiary performance: The case of U.S. subsidiaries of multinational corporations. *International Journal of Human Resource Management*, 19, 223-239.

Caligiuri, P.M., & Colakoglu, S. (2007). A strategic contingency approach to expatriate assignment management. *Human Resource Management Journal*, 17, 393-410.

Caligiuri, P.M. (2006). Developing global leaders. *Human Resource Management Review*, 16, 219-228.

Roehling, M., Boswell, W., Caligiuri, P., Feldman, D., Graham, M., Guthrie, J. Morishima, M. & Tansky, J. (2005). The Future of HR Management: Research Needs and Directions. *Human Resource Management*. 44(2), .207-216.

Stahl, G. & Caligiuri, P.M. (2005). The relationship between expatriate coping strategies and expatriate adjustment, *Journal of Applied Psychology*, 90 (4), 603-616.

Caligiuri, P. M., Lazarova, M., & Zehetbauer, S. (2005). Top managers' national diversity and boundary spanning: Attitudinal indicators of a firm's internationalization. *Journal of Management Development*, 23 (9), 848-859.

Caligiuri, P. M., & Phillips, J. (2003). An application of self-assessment realistic job previews to expatriate assignments. *International Journal of Human Resource Management*, 14 (7), 1102-1116.

Joshi, A., LaBianca, G., & Caligiuri, P. M. (2002). Getting along long distance: Understanding conflict in a multinational team through network analysis. *Journal of World Business*, 37 (4), 277-292.

Caligiuri, P. M., & Lazarova, M. (2002). The influence of social interaction and social support on female expatriates' cross-cultural adjustment. *International Journal of Human Resource Management*, 13 (5), 1-12.

Caligiuri, P.M., & DiSanto, V. (2001). Global competence: What is it -- and can it be developed through global assignments? *Human Resource Planning Journal*, 24 (3), 27-38.

Lazarova, M. & Caligiuri, P.M. (2001). Psychological contract and repatriate intentions to turnover. *Journal of World Business*, 36 (4), 389-402.

Caligiuri, P. M., Phillips, J., Lazarova, M., Tarique, I., & Burgi, P. (2001). Expectations produced in cross-cultural training programs as a predictor of expatriate adjustment. *International Journal of Human Resource Management*, 12 (3), 357-372.

Caligiuri, P. M. (2000). The Big Five personality characteristics as predictors of expatriate success. *Personnel Psychology*, 53, 67-88.

Caligiuri, P. M. (2000). Selecting expatriates for personality characteristics: A moderating effect of personality on the relationship between host national contact and cross-cultural adjustment. *Management International Review*, 40 (1), 61-80.  
Reprinted in (2007), *The International Library of Essays on Business and Management: International Human Resource Management*, H. Hutchings and H DeCieri (Eds.).

Caligiuri, P. M. & Day, D.V. (2000). Effects of self-monitoring on technical, contextual, and assignment-specific performance: A study of cross-national work performance ratings. *Group and Organization Management*, 25 (2), 154-175.

Caligiuri, P. M., Jacobs, R. J. & Farr, J. L. (2000). The attitudinal and behavioral openness scale: Scale development and construct validation. *International Journal of Intercultural Relations*, 24, 27-46.

Caligiuri, P. M. (1999). The ranking of scholarly journals in the field of international human resource management. *International Journal of Human Resource Management*, 10 (3), 515-519.

Caligiuri, P. M. & Tung, R. L. (1999). Male and female expatriates' success in masculine and feminine countries. *International Journal of Human Resource Management*, 10 (5), 763-782.

Reprinted (2010) *The International Library of Critical Writings on Business and Management, Women and Management*, edited by Cary L. Cooper, Caroline Gatrell, and Ellen Ernst Kossek, Edward Elgar Publishing Ltd. Cheltenham: UK

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

Caligiuri, P.M. & Cascio, W. (1998). Can we send her there? Maximizing the success of Western women on global assignments. *Journal of World Business*, 33 (4), 394-416.

Stroh, L.K., & Caligiuri, P. M. (1998). Increasing global competitiveness through effective people management. *Journal of World Business*, 33 (1), 1-16.

Caligiuri, P.M., Hyland, M., Joshi, A., & Bross, A. (1998). A theoretical framework for examining the relationship between family adjustment and expatriate adjustment to working in the host country. *Journal of Applied Psychology*, 83 (4), 598-614.

Stroh, L. K., & Caligiuri, P.M. (1998). Strategic human resources: A new source for competitive advantage in the global arena. *International Journal of Human Resource Management*, 9 (1), 1-17.

Caligiuri, P. M. & Stroh, L.K. (1995). Multinational corporation management strategies and international human resource practices: Bringing IHRM to the bottom line. *International Journal of Human Resource Management*, 6 (3), 494-507.

## Books

- Caligiuri, P. (in preparation). Building Your Cultural Agility. Kogan-Page Publishing.
- Collings, D., Scullion, H., and Caligiuri, P. (Eds.) (2019) Global Talent Management. Routledge.
- Collings, D., Wood, G., and Caligiuri, P. (Eds.) (2015) The Routledge Companion to International Human Resource Management. Routledge.
- Caligiuri, P. (2012). Cultural Agility: Building a Pipeline of Globally Successful Professionals. Jossey-Bass Publishing.
- Caligiuri, P., Lepak, D., & Bonache, J. (2010). Global Dimensions of Human Resources Management: Managing the Global Workforce, Wiley Publishing.
- Caligiuri, P. (2010). Get a Life, Not a Job: Do What You Love and Let Your Talents Work for You. FT Press.
- Poelmans, S. & Caligiuri, P. (2008). Harmonizing Work, Family, and Personal Life in Organizations, Cambridge University Press.

## Book Chapters

- Caligiuri, P., Bonache, J. (2020). The Non-Linear Relationships in Cross-Cultural Management and Global Mobility. In *The SAGE Handbook of Contemporary Cross-Cultural Management*. SAGE Publications.
- Caligiuri, P., Dragoni, L. (2019). Global Leadership Development (2nd ed.). In *Global Talent Management*. Routledge.
- Caligiuri, P. & Paul, K. B. (2017). Selection in multinational organizations. In J. L. Farr and N. T. Tippins (Eds.), *Handbook of Employee Selection (2nd Edition)*. Lawrence Erlbaum Associates, Inc. Publishers.
- Caligiuri, P. & Lane, H. (2017). Selecting a Country Manager for Delta Beverages India In B.S. Reiche, G.K. Stahl, M.E. Mendenhall, and G.R. Oddou (Eds.) *Readings and Cases in International Human Resource Management (6th Edition)*. Routledge.
- Caligiuri, P. (2015). The HR and CSR partnership: Talent-related benefits for employee volunteerism. In *The Rise of HR: Wisdom from 72 HR Thought Leaders*. Human Resource Certification Institute.

Caligiuri, P. & Dragoni, L. (2015). Global leadership development. In D. Collings, G. Wood, & P. Caligiuri (Eds.) *Companion to International Human Resource Management* (Routledge).

Caligiuri, P.M. & Bücken, J.J.L.E. (2015). Selection for international assignments. In D. Collings, G. Wood, & P. Caligiuri (Eds.) *Companion to International Human Resource Management* (Routledge).

Caligiuri, P.M. & Tarique, I. (2014). Individual-level accelerators of global leadership development. In J. Osland, L. Lee and L. Wang (Eds) *Advances in Global Leadership (8th Edition)*. Emerald Publishing.

Caligiuri, P.M. & Lundby, K. (2014). Developing cross-cultural competencies through global teams. In J. Wildman and R. Griffith (Eds.) *Leading Global Teams: Translating the Multidisciplinary Science to Practice*, Springer.

Caligiuri, P. (2013). Work-life issues. In C. Cooper (ed.) *Wiley Encyclopedia of Management, 3rd Edition, Volume 6, International Management*, M. Vodosek and D. den Hartog (eds). Wiley.

Colakoglu, S. & Caligiuri, P. (2012). Cultural influences on millennial MBAs career goals: Evidence from 23 countries. In E. Ng, S. Lyons, & L. Schweitzer (Eds.) *Managing the New Workforce: International Perspectives on the Millennial Generation*. Edward Elgar Publishing, London.

Caligiuri, P.M. & Tarique, I. (2012). International assignee selection and cross-cultural training and development. In I. Björkman and G. Stahl (Eds.), *Handbook of Research in International Human Resource Management (2nd Edition)*, Edward Elgar Publishing, London.

Caligiuri, P. & Hippler, T. (2010). Maximizing the success and retention of international assignees. In K. Lundby & J. Jolton (Eds.) *SIOF Professional Practice Series, Going Global: Practical Applications and Recommendations for HR and OD Professionals in the Global Workplace*. Pfeiffer/Jossey-Bass

Caligiuri, P. & Sinha, R. (2010). Self-assessment and self-development of global leaders. In M. Rothstein and R. Burke (Eds.), *Self-Management and Leadership Development*, Chapter 15, pp 429-446, Edward Elgar Publishing, London.

Caligiuri, P. & Paul, K. B. (2009). Selection in multinational organizations (Chapter 34). In James L. Farr and Nancy T. Tippins (Eds.), *Handbook of Employee Selection*. Lawrence Erlbaum Associates, Inc. Publishers.



Caligiuri, P. & Tarique, I. (2009). Developing managerial and organizational cultural agility. In Cary Cooper and Ron Burke (Eds.), *The Peak Performing Organization*. Routledge Publishers.

Caligiuri, P. & Givlekian, N. (2008). Strategic HR and work-life balance. In Poelmans, S. & Caligiuri, P. (eds). *Harmonizing Work, Family, and Personal Life in Organizations*, Cambridge University Press.

Caligiuri, P. & Lazarova, M. (2008). Work-life balance on global assignments. In Poelmans, S. & Caligiuri, P. (eds). *Harmonizing Work, Family, and Personal Life in Organizations*, Cambridge University Press.

Caligiuri, P.M. & Tarique, I. (2006). International assignee selection and cross-cultural training and development. In I. Björkman and G. Stahl (Eds.), *Handbook of Research in International Human Resource Management*, Edward Elgar Publishing, London.

Caligiuri, P. M. (2006). Performance measurement in a cross-national context: evaluating the success of global assignments. In W. Bennett, D. Woehr, & C. Lance (Eds.) *Performance Measurement: Current Perspectives and Future Challenges*, Lawrence Erlbaum Associates, Inc. Publishers.

Van Vianen, A. E. M., De Pater, I.E., & Caligiuri, P. M. (2005) Expatriate Selection: A Process. Refereed book chapter in A. Evers, O. Smit-Voskuyl, & N. Anderson (Eds.), *The Handbook of Personnel Selection*, Blackwell: Oxford

Caligiuri, P.M. & Lazarova, M. (2005). Work-life balance and the effective management of global assignments. In S. Poelmans (Ed.) *Work and Family: An International Research Perspective*, Lawrence Erlbaum Associates. Inc. Publishers.

Caligiuri, P.M., Lazarova, M., & Tarique, I. (2005). Training, learning and development in multinational organizations. In Scullion, H. & Linehan, M. (Eds.) *International Human Resource Management: A Critical Text*. Palgrave Macmillan.

Tarique, I. & Caligiuri, P. M. (2004). Training and development of international staff. In Harzing and Van Ruysseveldt (Eds.) *International Human Resource Management*, Sage Publications.

Lazarova, M. & Caligiuri, P. M. (2004). Repatriation and knowledge management. In Harzing and Van Ruysseveldt (Eds.). *International Human Resource Management*, 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*, Chapter 14, pp. 243-256. Quorum Books.

Caligiuri, P. M., Hyland, M., & Joshi, A. (1998). Families on global assignments: Applying work/family theories abroad. In A. Rahim (Ed.) *Current Topics in Management*, Volume 3, pages 313-328. Greenwich, CT: JAI Press.

Caligiuri, P. M. (1997). Assessing expatriate success: Beyond just “being there.” In Z. Aycan (Ed.) *Expatriate Management: Theory and Practice (Vol. 4)*. Greenwich, CT: JAI Press.

Caligiuri, P. M. (1994). The international orientation scale. In D. Marcic & S. Puffer (Eds.), *International Management* (pp. 157-169). St. Paul, MN: West Publishing Company.

*Reprinted:* In D. McFarlin & W. Sweeney (Eds.), *International Management: Trends, Challenges and Opportunities* (pp. 255-257). Cincinnati, OH: South-Western College Publishing Company - 1995.

*Reprinted:* In D. Nelson & J. Quick (Eds.), *Organizational Behavior: Foundations, Realities, and Challenges*, 3rd Edition (pp. 59-62). Cincinnati, OH: South-Western College Publishing Company - 1995.

Rao, C. R. & Caligiuri, P. M. (1993). Scaling of ordinal categorical data. In C. M. Cuadras & C. R. Rao (Eds.), *North-Holland Series in Statistics and Probability: Vol. 7. Multivariate Analysis: Future Directions II* (pp. 97-112). Amsterdam, Netherlands: Elsevier Science Publishers B. V.

Rao, C. R. & Caligiuri, P. M. (1993). Analysis of ordered categorical data through appropriate scaling. In C. R. Rao (Ed.), *Handbook of Statistics: Vol. 9. Computational Statistics* (pp. 521-533). Amsterdam, Netherlands: Elsevier Science Publishers B. V.

### **Trade Press Articles, Technical Reports, and Book Reviews**

Caligiuri, P. (2017). Are you agile? (2nd ed., vol. 30, pp. 30-32). *WorldView*.

Caligiuri, P. (2017). The decline in foreign students hurts America’s future. *TheConversation.com*.

Caligiuri, P. (2016). The HR and CSR Partnership (4th ed., vol. 1). *Global Benefits Vision*.

Caligiuri, P. (2015). How to build cultural agility through international company-sponsored volunteerism programs (pp. 2). *Training Magazine*.

Caligiuri, P. (2014). Technical Report: Differentiating for Success: Securing Top Talent in the BRICs. E&Y.

Caligiuri, P. (2013). Book Review: Global HR Competencies: Mastering Competitive Value from the Outside In by Dave Ulrich, Wayne Brockbank, Jon Younger, and Mike Ulrich. *People and Strategy Journal*.

Caligiuri, P. (2013, March) Develop Your Cultural Agility, *T+D Magazine*, 70-72.

Caligiuri, P., Noe, R., Nolan, R., Ryan, A.M., & Drasgow, F. (2011) Technical Report: Training, Developing, and Assessing Cross-Cultural Competence in Military Personnel. United States Army Research Institute for the Behavioral and Social Sciences

Caligiuri, P. (2007) Counterpoint: Is "Build On Your Strengths" The Best Advice? *Human Resource Planning*, 30: 4, 9-10.

Caligiuri, P. (2002). Book Review: Kimono in the Boardroom: The Invisible Evolution of Japanese Women Managers by Jean Renshaw, *Administrative Science Quarterly*, 47: 3, 582-584.

Caligiuri, P. M. & Cascio, W. (2000). Sending women on global assignments: Challenges, Myths and Solutions. *World at Work Journal*, 9 (2), 34-41.

Caligiuri, P.M. (1999). Strategic Expatriate Selection Systems: Getting the right people, in the right assignment, at the right time. *International HR*, 25 (4), 1-5.

Stroh, L. K., & Caligiuri, P. M. (1999, February). Global competitiveness depends on effective people management. *Chemtech*, 14-21.

## Media

### Television

- Bi-weekly CNN segment covering career-related topics (2010-2012) – *Reclaim Your Career*
- Hosted a pilot for the television show *CareerWATCH* (2008)
- Hosted six episodes of the television show *Breakfast at the Barracks* (2012) - Season 3, Episodes 46 through 50
- Interviewed for CNN, CNN International, Fox News, and NYI

### Print, Radio, and Web

- Interviewed for NYTimes, Entrepreneur Magazine, Wall Street Journal, USA Today, the NY Post, among others

- Guest writer for FastCompany
- Interviewed on numerous radio shows
- Panelist for a Webinar "Corporate Social Responsibility: Understanding the Triple Bottom Line". (February 28, 2017).
- Interviewed for Northeastern Magazine article "When in Rome, or Sao Paulo or Brazil". (January 2017).
- Interviewed for HR Studio Podcast "Cultural Agility - Moving the Needle of Global Leadership Competencies. (December 13, 2016).
- Interviewed, Sarasota Herald-Tribune, interviewed for and cited in "Your Most Pressing Business Concern". (February 1, 2016).
- Black Enterprise article, cited in "8 Career Skills You Need To Be Competitive in 2016: Knowing how to manage diversity will be key". (January 19, 2016).
- Interviewed, Fast Company article, interviewed for and cited in "Eight Career Skills You Need to be Competitive in 2016". (January 13, 2016).
- Print Media, Ethical Corporation article, "Volunteering: Using Skills for Good". (September 2015).
- Print Media, Boston Globe article, "Culture of Cooperation: A Cigna team helps Indonesia in a Northeastern University program -- and returns a bit wiser", Interviewed. (May 15, 2015).

### **Invited and Keynote Presentations**

Invited Session Speaker for the AACSB Associate Dean Conference, "Developing and Measuring Cultural Agility", Phoenix, AZ (November 5, 2018)

Keynote Speaker for the Army War College Leadership Forum, "Building Cultural Agility", Carlisle, PA (July 31, 2018)

Keynote Speaker for the International Human Resource Management conference, "Developing Cross-Cultural Competencies", Madrid, Spain (June 14, 2018)

Keynote Speaker for Rand Merchant Bank, "Developing Cultural Agility for Pan-African Expansion" (March 7, 2018).

Keynote Speaker for the Academy of International Business - Australia and New Zealand, "Developing Cultural Agility", Sydney, Australia. (November 11, 2016).

Invited opening plenary panelist for European International Business Association, "Developing Cultural Agility to Unlock the Benefits of Diversity and Foreignness", Vienna, Austria. (December 4, 2016).

Invited theme track speaker for Society for Industrial and Organizational Psychology, "Changing the World through Organizations", Anaheim, CA. (April 14, 2016).

Invited Speaker, NSF Summit on Corporate Social Responsibility. (April 2016).

Keynote address for Institute for Cross-Cultural Management, Melbourne, Florida, "Building a Pipeline of Culturally Agile Professionals", (February 20, 2016).

Keynote speaker for METRO - New York Metropolitan Association of Applied Psychology. (November 11, 2015).

Invited speaker for Michigan State Symposium on Multicultural Teams: Advancing Team Effectiveness in a Globalized World. (October 9, 2015).

Keynote speaker for Catalyst, On Developing Female Global Executives (September 16, 2015).

Invited speaker for the Carnegie Endowment for International Peace on Developing Cultural Agility through Volunteerism (March 3, 2015).

Keynote address for the Global Conference on International Human Resource Management hosted by the Department of Labor Studies and Employment Relations at Penn State University. (May 2013)

Invited Speaker for the Basic Research Unit of the U.S. Army Research Institute for the Behavioral and Social Sciences for the HSCB Workshop on Developing Intercultural Adaptability in the Warfighter (November 5, 2010)

Keynote address for the 6<sup>th</sup> Annual Conference on International Strategy and Cross-cultural Management in Barcelona, Spain. (September 2008)

Keynote address for the 7<sup>th</sup> Australian Industrial and Organizational Psychology Conference in Adelaide, Australia. Keynote entitled "Developing Global Business Leaders". (June 2007)

## **Service**

### **Academic Administration**

- **Director of the Cultural Agility Leadership Lab (CALL), Northeastern University, 2014 – present**
  - In coordination with Peace Corps through the National Peace Corps Association (NPCA), the CALL program is a skill-based international volunteerism program.

- The CALL program has sent managers to work with NGOs on projects in Thailand, Indonesia, Peru, Mexico, Guatemala, and Colombia.
- **Director of the Center for HR Strategy (CHRS), Rutgers University, 2001-2010**
  - From 2002 to 2010, raised over 1.5 million US\$ in unrestricted funds through annual corporate memberships
  - Recruited a 25-member Board of Advisors (most are Senior Vice Presidents of Human Resources from Fortune 500 firms)
  - From 2004 through 2009, funded 10 Rutgers HR faculty members' research proposals
  - From 2002 through 2010, advised over 40 master's-level HR students conducting research projects in CHRS member firms through the CHRS Student Research Fellows Program (student receive course credit for research project work)
  - Organized several HR Excellence Workshops for senior HR practitioners showcasing the Rutgers HR faculty members' research.
  - Funded a PhD student's assistantship to work directly with CHRS on funded research projects
  - Helped increase visibility and build professional reputation for the Rutgers HR Department among senior HR executives
- **Co-Director of the European Executive Master of HR Leadership, Rutgers University and SDA Bocconi, 2004-2006**
  - In 2003 and 2004, helped to recruit an Advisory Board of about 22 European Senior Vice Presidents of Human Resources
  - In 2004 and 2005, helped to recruit a total of 20 students into the European EMHRL program (equating to about 1 million Euros or 1.3 million US\$)
  - In 2004 and 2005, managed the educational delivery of the program and supervised the administrative staff
  - Helped increase visibility and build professional reputation for the Rutgers HR Department in Europe

## **University Service**

### *Service at Northeastern University*

- Committee Member, Honors Program Educational Advisory Committee. (September 2017 - Present)
- Lecturer, Admitted University Honors Master Class (March 19, 2017)
- Panelist, IPBS conference (March 16, 2017)
- Committee Member, ADVANCE Steering Subcommittee on Developing Faculty Competencies. (January 2016 - August 2016)
- Committee Member, ADVANCE Steering Committee. (November 2014 - August 2016)
- Faculty Fellow, University Scholars Program. (September 2, 2014 - August 2016)

- University Senate Service, Faculty Senate. (September 2014 - July 2016)
- Committee Member, Northeastern 2025 Strategic Planning Committee - Global University. (November 2015 - May 2016)
- University Senate Service, Faculty Senate Library Committee. (September 2015 - April 2016)
- Committee Member, Search Committee for a Chair of the Department of Languages, Literatures & Cultures in the College of Social Sciences and Humanities. (November 2014 - April 2015).
- Committee Member, University Distinguished Professor Selection Committee. (November 2014 - April 2015).
- Speaker, DMSB Undergraduate Women in Business. (November 30, 2015).
- Speaker, Global Leadership Summit. (October 5, 2015).
- Panelist, CATLR Conference to Discuss Service Learning. (May 5, 2015).
- Speaker, Presented at the Board for Trustees as part of Dean's Overview of DMSB. (March 27, 2015).
- Committee Member, IB&S Faculty Search Committee. (AY 2013 - 2014).
- Keynote Speaker, MBA Women International. (October 4, 2013).

#### *Service at Rutgers University*

- Acting member of the SMLR Executive Committee – Fall 2012
- Committee Member, International Affairs Committee – 2012-2013
- Committee Member, Graduate School Executive Council – Academic Year 2012-2013
- Rutgers Study Abroad Program – Developed report for increasing percent of Rutgers undergraduates studying abroad – Academic Year 2012-2013
- Served on numerous department-level committees including the Peer Evaluation Committees for merit pay recommendations, Ph.D. qualifying exam committees, mentoring committees, and HR faculty search committees.
- Spoke at a variety of department-related events including the Master of Human Resource Management (MHRM) new student orientations and the student SHRM chapter conferences. Spoke at a variety of SMLR events including SMLR alumni meetings and the NJ State Advisory Council meetings.
- Served on numerous school-level committees including the Planning / Administration Committee, Rules, Nominations and Review Committee, and the PhD Policy Committee.

#### **Editorships and Editorial Board Memberships**

- Senior Editor, *Journal of World Business*, 2017 - present
- Area Editor, *Journal of International Business Studies*, 2010 – 2016
- Guest Editor (with Hugh Scullion and David Collings), Special Issue of *Journal of World Business* on Global Talent Management, 2009
- Special Issue Editor (with Tim Devinney, Brad Kirkman, and Dan Caprar), Special Issue of *Journal of International Business Studies* on Measuring Culture. 2016
- Editorial Board, *Journal of World Business*, 2008 - present

- Editorial Board, *International Journal of Human Resource Management*, 2001-2013
- Editorial Board, *Journal of Global Mobility*, 2012 – present
- Editorial Board, *Academy of Management Perspectives*, 2013 - present
- Editorial Board, *Human Resource Planning Journal*, 1998-2008
- Editorial Board, *Human Resource Management*, 1999-2008
- Editorial Board, *Journal of Organizational Behavior*, 2002-2008
- Editorial Board, *Journal of International Business Studies*, 2003-2007
- Associate Editor, *Human Resource Management*, 2003-2006
- Editorial Board, *Career Development International*, 1999-2003
- Ad Hoc Reviewer for numerous management journals, including *Administrative Science Quarterly*, *Personnel Psychology*, *Journal of World Business*, *Journal of Applied Psychology*, *Academy of Management Journal*,
- Reviewer for numerous professional conferences, including the *Academy of Management*, *Academy of International Business*, *Strategic Management Society*, *Society for Industrial and Organizational Psychology*, and *American Psychological Association*

### **Service to Academic Associations**

- Panelist Academy of International Business, Junior Faculty Consortium. (June 24, 2019).
- Presenter, Academy of Management PDW on Publishing for Practical Impact (August 11, 2018)
- Panelist Academy of International Business, Doctoral Student Consortium. (June 25, 2018).
- Panelist, Academy of Management International Management Division, Doctoral Student Consortium. (August 6, 2016).
- Panelist, Academy of Management PDW on Peer Reviewing. (August 4, 2016).
- Program Organizer, SIOP Leading Edge Consortium Panel Presentation at DMSB. (October 1, 2015).
- Full Professor Reviewer for Pace University. (September 2015).
- Tenure Reviewer for Brigham Young University. (September 2015).
- Tenure Reviewer for Cornell University. (September 2015).
- Tenure Reviewer for the West Point United States Military Academy in the Department of Behavioral Sciences and Leadership. (February 2015).
- Member, Award Committee for the Academy of Management International Management Division's Richman Best Dissertation Award (2010, 2011, 2012)
- Member, Award Committee for the Academy of Management International Management Division's Best Paper Award (2010 and 2011)
- Member, Committee on HR Division's Membership, Academy of Management, 2001-2003
- Member, SIOP Taskforce on International Affairs, 1999-2001
- Member, International Affairs Committee, Academy of Management HR Division, 1998-2003



- o Member, Scholarly Achievement Award Committee, Academy of Management, 1998
- o Panelist, Junior Faculty Consortium, Academy of International Business, 2012
- o Panelist, Junior Faculty Consortium, Academy of Management, 2012
- o Mentor, Career Mentoring Roundtable Session at the Society for Industrial Organizational Psychology Conference, 2011, 2012

## **Professional Service**

- LinkedIn Learning Instructor, 45-minute course, *Managing Globally* - 2017
- Researcher Participant, Buzz Aldrin Space Institute (BASI), cross-cultural challenges facing the Mars mission - 2016
- Research Fellow, The Institute for Emerging Market Studies – 2011 - 2013
- Intermittent Expert, The Peace Corps, 2011-2013
- Senior Consortium Research Fellow, Army Research Institute, June 2010- 2012, Topic: developing cultural competence in the Army
- Research Advisor, NovaGlobal, 2010 -2011
- Research Advisor, RW-3, 2005-present
- Research Advisor, Traqs Consulting, 2005-2011
- Research Advisor, Universum Communications, 2005-2013
- Research Advisor, The Conference Board, Research project on Global Leadership, 2001-2003
- Research Advisor, Catalyst, Research project on Women in Global Leadership Roles, 1998-2000

## **Teaching**

### **Courses Taught at the Undergraduate-Level**

- Managing your International Assignment (Northeastern University)
- Human Resource Management (Università Bocconi)
- Career Management (Rutgers, HRM Department)
- Management of Human Relations (Rutgers, School of Business)
- Personnel Selection and Testing (Penn State, Department of Psychology)

### **Courses Taught at the Master's Level**

- Becoming a Global Leader (Northeastern University)
- Managing the Global Workforce (Rutgers University)
- Global Human Resource Management (Rutgers University)
- Career Management (Rutgers University)
- Accessing Data for Decisions (Rutgers University)
- Research Methods (Rutgers University)
- Career Management (Rutgers University)

### **Courses Taught at the Executive-Level**

- Building Cultural Agility (University of Michigan)
- Building Cultural Agility (Rutgers University and Northeastern University)
- Global Leadership Development (University of Michigan and INSEAD-Maquarie Program)
- Global Human Resources (Cornell University)



### **Course Taught at the PhD Level**

- Research Methods (Rutgers University)

### **Invited Academic Presentations**

- University of Sydney (Australia)
- University of Technology – Sydney (Australia)
- University of New South Wales (Australia)
- Vienna University of Economics and Business (Austria)
- Copenhagen Business School
- Penn State University
- University of North Carolina- Charlotte
- University of Memphis
- CUNY-Baruch
- Ohio State University
- University of Houston
- University of Colorado-Denver
- INSEAD (France)
- Università Bocconi (Italy)
- Università di Bologna (Italy)
- Università di Roma (Italy)
- Cranfield University (UK)
- Vienna University of Economics and Business Administration (Austria)
- University of Vaasa (Finland)
- Universidad Carlos III de Madrid (Spain)
- Université de Paris, Gestion Sorbonne (France)

### **Master's and Doctoral Theses Supervised**

- Doctoral Dissertations
  - Joost Bücker (Radboud University Nijmegen, the Netherlands; completed March 2013) – outside reader
  - Olivier Wurtz (HEC Paris, France; completed February 2012) – outside reader
  - Saba Colakoglu (completed May, 2009)- primary advisor
  - Ibraiz Tarique (completed May, 2005) - primary advisor
  - Mila Lazarova (completed May 2003) - primary advisor
  - Greg Robinson (SUNY–Albany; completed May 2003) - committee member
  - Judith Phillips (University of S. Australia; completed May 2002) - primary advisor
  - Aparna Joshi (completed February, 2002) - committee member
  - MaryAnne Hyland (completed August, 1999) - committee member
- Master's Theses

- Sargam Garg – committee member
- Anne-Laure Winkler – committee member
- Saba Colakoglu (completed May 2006) - primary advisor
- Carlos Martin (completed May 2005) - primary advisor
- Ibraiz Tarique (completed May, 2001) - primary advisor
- Mila Lazarova (completed May, 2000) - primary advisor
- Aparna Joshi (completed May, 1999) - primary advisor

### **Professional Affiliations**

Society for Industrial and Organizational Psychology, *Fellow*  
Academy of International Business, *Member*  
Academy of Management, *Member*  
American Psychological Association, *Member*