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**SHEILA M. PUFFER**

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**CONTACT INFORMATION**

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**EDUCATION**

Ph.D., Business Administration, University of California, Berkeley  
Diploma in Management, Plekhanov Institute of the National Economy, Moscow, Russia  
M.B.A., University of Ottawa, Canada  
B.A., Slavic Studies, University of Ottawa

**POSITIONS HELD**

1988 - present	University Distinguished Professor (2011 – present) Professor of International Business and Strategy D'Amore-McKim School of Business, Northeastern University
1990 – present	Fellow, Davis Center for Russian Studies, Harvard University
2018 – present	Faculty Affiliate, Global Resilience Institute, Northeastern University
May 2019	Fellow, Jordan Center for the Advanced Study of Russia, New York University
Jan. - Sept. 2015	Visiting Scholar, Stanford University Graduate School of Business
2007 – 2012	Cherry Family Senior Fellow of International Business, Northeastern University
April 2012	Visiting Professor, University of Nottingham Business School, Ningbo, China
February 2012	Visiting Professor, IEDC Business School doctoral program, Bled, Slovenia
April 2009	Visiting Professor, Stockholm School of Economics
July 1996	Visiting Professor, Ecole Supérieure de Commerce, Reims, France (Joint program with Northeastern University)
Winter 1992	Visiting Professor, University of Ottawa, Canada
May - Sept. 1988	Research Associate, Harvard Business School
Aug. 1984 - May 1988	Assistant Professor, Department of Organization and Human Resources School of Management, State University of New York at Buffalo
May - Dec. 1978	Adjunct Lecturer, Faculty of Administration University of Ottawa, Canada, taught Organizational Behavior in French
1973 to 1979	Administrator, Government of Canada, Ottawa

**LANGUAGES**

English, French, and Russian

## TEACHING ACTIVITIES

### Undergraduate

INTB 1203, INTB 1201, Global Environment of International Business and Corporate Social Responsibility  
INB U310, Cross-Cultural Aspects of International Business  
HRM 1826, Cross-Cultural Management Through Literature, Honors Program  
MGT 4446, International Business  
MGT 1000, Introduction to the CBA  
MKT U401, Marketing Research  
HRM 4415, Leadership  
HRM 1433, Organizational Behavior Intensive  
MGT 1115, Introduction to Business  
HRM 1350, Developing Skills in Leading and Managing

### Graduate

INTB 6200, Managing the Global Enterprise  
BUSN 6335, Promoting Sustainable Practices at Work  
BUSN 3616, Natural Resource Multinationals  
CBA, Ethical Issues in the BRICs  
IFS, International Field Study in Russia – 10-day MBA business program, led the trip for five years  
CBA 3905, Cross-Cultural Management: Insights From Fiction and Practice  
CBA G233, Doing Business in Russia  
HRM 3815/3816, Organizational Behavior Intensive  
HRM 3945, Training and Development  
HRM 3760, Managing People in International Settings  
HRM 3760, Managing People in International Settings, NU-ESC Reims program  
MKT 3931, Marketing Research

### Management Development and Executive Education

Moscow State University Executive MBA Program at Northeastern – Faculty director and instructor 2008-2013  
High-Technology MBA Program – Statistical and Nonstatistical Methods for Marketing High-Technology Products and Services  
Executive MBA Program - Risks and Opportunities of Doing Business in Russia; Management Across Cultures Through Literature  
EG&G Program 2000 - International Human Resources Management  
Programs for various organizations including New York State Power Authority, Merchants Mutual Insurance, Winchester Hospital

## PUBLICATIONS

### Books and Manuals

14. Puffer, Sheila M., McCarthy, Daniel J., and Satinsky, Daniel M. 2018. [\*Hammer & Silicon: The Soviet Diaspora in the US Innovation Economy - Immigration, Innovation, Institutions, Imprinting, and Identity.\*](#) Cambridge, UK: Cambridge University Press, 411 pp. *Recipient of the Responsible Research in Management Award in August 2019 presented at the Academy of Management Meetings.*

13. McCarthy, Daniel J., Puffer, Sheila M., and Shekshnia, Stanislav V. (eds.) 2004. [Corporate Governance in Russia](#). Cheltenham, UK, and Northampton, US: Edward Elgar, 421 pp.
12. Puffer, Sheila M. (ed.) 2004. [International Management: Insights from Fiction and Practice](#). Armonk, NY: M.E. Sharpe, 303 pp.
11. Puffer, Sheila M., McCarthy, Daniel J., and Naumov, Alexander I. 2000. [The Russian Capitalist Experiment: From State-owned Organization to Entrepreneurships](#). Cheltenham, UK, and Northampton, US: Edward Elgar, 296 pp.
10. Puffer, Sheila M. (ed.) 1996. [Management Across Cultures: Insights from Fiction and Practice](#). Cambridge, MA: Blackwell, 380 pp.
9. Puffer, Sheila M., and Associates. 1996. [Business and Management in Russia](#). Cheltenham, UK: Edward Elgar, 335 pp.
8. Marcic, Dorothy, and Puffer, Sheila M. (eds.) 1994. [Management International: Cases, Exercises, and Readings](#). St. Paul, MN: West, 460 pp.
7. Marcic, Dorothy, and Puffer, Sheila M. (eds.) 1994. [Instructor's Manual to Accompany Management International: Cases, Exercises, and Readings](#). St. Paul, MN: West, 264 pp.
6. Puffer, Sheila M. (ed.) 1992. [The Russian Management Revolution: Preparing Managers for the Market Economy](#). Armonk, NY: M.E. Sharpe, 290 pp.  
Chapters 17, 18, and 19 translated in I.V. Shiriaeva, and E.M. Razina (eds.), *Obuchenie Menedzhmentu: Konkretnye Situatsii*. Moscow: Association for Management Development and Moscow State University, 1995, pp. 31-36.
5. Puffer, Sheila M. (ed.) 1991. [Managerial Insights from Literature](#). Boston, MA: PWS-Kent, 334 pp.
4. Puffer, Sheila M. 1991. *Instructor's Manual to Accompany Managerial Insights From Literature*. Boston, MA: PWS-Kent, 163 pp.
3. Meindl, James R., Cardy, Robert L., and Puffer, Sheila M. (eds.) 1991. [Advances in Information Processing in Organizations](#). Volume 4. Greenwich, CT: JAI Press, 275 pp.
2. Lawrence, P.R., Vlachoutsicos, C.A., Faminsky, I., Brakov, E., Puffer, S., Walton, E., Naumov, A., and Ozira, V. 1990. [Behind the Factory Walls: Decision Making in Soviet and US Enterprises](#). Boston: Harvard Business School Press, 352 pp.  
Published in Russian as *Mozhno li Upravliat' Predpriiatiem Vmeste? (Can We Manage Enterprises Together?)* 1990, Moscow, USSR: Vneshtorgizdat, 294 pp.  
My contributions to *Behind the Factory Walls* were also used extensively in Lawrence, P., and Vlachoutsicos, C., Managerial decision making, published in James L. Hecht (ed.), 1991. *Rubles and Dollars: Strategies for Doing Business in the Soviet Union*. New York: HarperCollins. Also in Vlachoutsicos, C. and Lawrence, P., 1990. What we don't know about Soviet management. *Harvard Business Review*, November-December, pp. 50-63.

1. Cardy, Robert L., Puffer, Sheila M., and Newman, Jerry M. (eds.) 1989. [\*Advances in Information Processing in Organizations: The Cross-Functional Linkage of Basic and Applied Research\*](#). Volume 3. Greenwich, CT: JAI Press, 285 pp.

## Book Chapters

44. Puffer, Sheila M., and McCarthy, Daniel J. 2020. Foreword. In Bryan Christiansen and Tihana Škrinjarčić (eds.), *Handbook of Research on Applied AI for International Business and Marketing Applications*. Hershey, PA: IGI Global Press.
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43. Puffer, Sheila M., and McCarthy, Daniel J. 2020. Economic growth, institutions, and corruption in emerging economies. In Darek Klonowski (ed.), [\*Entrepreneurial Finance in Emerging Markets: Exploring Tools, Techniques, and Innovative Technologies\*](#). New York: Palgrave Macmillan, pp. 29-42.
42. Puffer, Sheila M., and Roth, Alexandra. 2019. Die Kulturelle Seite von M & As Deutsche und russische Firmen. (The cultural side of M&As: German and Russian firms.) In Sonja Sackman (ed.), [\*Compliance bei M&A-Transaktionen: Ein Best-Practice-Guide zur Konzeption einer erfolgreichen Compliance-DD und einer gelungenen kulturellen Integration\*](#). Stuttgart: Schäffer-Poeschel. Published in German.
41. Puffer, Sheila M., McCarthy, Daniel J., May, Ruth C., Shirokova, Galina V., and Panibratov, Andrei. 2018. Managing emerging markets in Russia. In Klaus Meyer and Robert Grosse (eds.), [\*Oxford Handbook on Managing in Emerging Markets\*](#). Oxford, UK: Oxford University Press.
40. Wesley, David, and Puffer, Sheila M. 2018. The end of sand: Confronting one of the greatest environmental challenges of the new millennium. In Gülşah Koç and Bryan Christiansen (eds.), [\*Reusable and Sustainable Materials in Modern Architecture\*](#). Hershey, PA: IGI Global Press. **Selected by the editors as the lead chapter in the volume.**
39. Puffer, Sheila M., and McCarthy, Daniel J. 2018. History of the USSR and CIS. In Oxana Karnaukhova, Alexandra Udovikina, and Bryan Christiansen (eds.), [\*Economic and Geopolitical Perspectives of the Commonwealth of Independent States and Eurasia\*](#). Hershey, PA: IGI Global Press, pp. 1-18. **Selected by the editors as the lead chapter in the volume.**
38. McCarthy, Daniel J., and Puffer, Sheila M. 2018. Favors in a global economy: Conclusion to chapter 1. In Alena Ledeneva (ed.), [\*The Global Encyclopedia of the Informal Economy\*](#). London: University College London Press.
37. Puffer, Sheila M., McCarthy, Daniel J., Gryaznova, Anna, and Boltrukevich, Vyatcheslav. 2015. The evolution of Russian business education: Developing a cross-cultural perspective. In [\*The Routledge Companion to Cross-cultural Management\*](#). New York: Routledge, pp. 228-237.

36. Puffer, Sheila M., and McCarthy, Daniel J. 2014. Institutional theory. In Cary L. Cooper, (ed.), [Wiley Encyclopedia of Management](#). 3<sup>rd</sup> ed., Volume 6, New York: Wiley, pp. 1-5.
35. Korotov, Konstantin, Puffer, Sheila M., McCarthy, Daniel J., and Vaiman, Vlad. 2013. Global careers: The Russian experience. In Yehuda Baruch and Christina Rise (eds.), *Global Careers: Critical Perspectives*. New York: Routledge, pp. 185-204.
34. McCarthy, Daniel J., and Puffer, Sheila M. 2012. Wikimart: Building a Russian version of Amazon. In M.W. Peng, [Global Strategy](#), 3<sup>rd</sup> ed. Also published in M.W. Peng, *Global Business*, 3<sup>rd</sup> ed. Independence, KY: Cengage.
33. Puffer, Sheila M., and McCarthy, Daniel J. 2012. Corporate governance and initial public offerings in Russia. In Alessandro Zattoni and William Judge (eds.), [Corporate Governance and Initial Public Offerings](#). Cambridge: Cambridge University Press, pp. 354-377.
32. McCarthy, Daniel J., Puffer, Sheila M., and Vikhanski, Oleg S. 2009. Russian multinationals: Natural resource champions. In Ravi Ramamurti and Jitendra Singh (eds.), [Emerging Multinationals in Emerging Markets](#). Cambridge: Cambridge University Press, pp. 167-199.
31. Shekshnia, Stanislav V., Puffer, Sheila M., and McCarthy, Daniel J. 2009. Cultural mythology and global leadership in Russia. In Eric H. Kessler and Diana J. Wong-Mingji (eds.), [Cultural Mythology and Leadership](#). Cheltenham, UK, and Northampton, MA: Edward Elgar, pp. 325-342.
30. Naumov, Alexander I., Petrovskaya, Irina A., and Puffer, Sheila M. 2008. Biocad: Innovation in the Russian biotechnology industry. In Ruta Aidis and Friederike Welter (eds.), [Innovation and Entrepreneurship: Successful Start-ups and Businesses in Emerging Economies](#). Cheltenham, UK: Edward Elgar, pp. 8-28.
29. Shekshnia, Stanislav V., McCarthy, Daniel J., and Puffer, Sheila M. 2007. Leadership development in Russia. In Tatjana Lidokhover, et al. (eds.), [Human Resources Management in Russia](#). Aldershot, UK: Ashgate, pp. 43-64.
28. Puffer, Sheila M., and McCarthy, Daniel J. 2007. Economic system, post-Soviet. In Tatiana Smorodinskaya, Karen Evans-Romaine, and Helena Goscilo, (eds.), [Encyclopedia of Contemporary Russian Culture](#). New York: Routledge, pp. 160-162.
27. Puffer, Sheila M., Quick, James Campbell, and McCarthy, Daniel J. 2006. Reviewing for scholarly practitioner journals. In Yehuda Baruch, Sherry E. Sullivan, and Hazlon N. Schepmyer (eds.), [Winning Reviews: A Guide for Evaluating Scholarly Writing](#). London: Palgrave, pp. 173-195.
26. McCarthy, Daniel J., and Puffer, Sheila M. 2006. The tortuous trail toward corporate governance in Russia. In Subhash C. Jain (ed.), [Emerging Economies and the Transformation of International Business: Brazil, Russia, India and China \(BRICs\)](#). Cheltenham, UK: Edward Elgar, pp. 206-228.
25. Puffer, Sheila M. 2005. Russia. In Susan Cartwright (ed.), [The Blackwell Encyclopedic Dictionary of Human Resource Management](#). Oxford: Blackwell.

24. McCarthy, Daniel J., and Puffer, Sheila M. 2005. Ilim Pulp: Corporate governance battles in Russia. In M.W. Peng (ed.), [\*Global Strategy\*](#). Cincinnati, OH: Thomson-Southwestern, pp. 21-27.  
Condensed version of Ilim Pulp battles a corporate takeover. In McCarthy, Daniel J., Puffer, Sheila M., and Shekshnia, Stanislav, V. (eds.) [\*Corporate Governance in Russia\*](#). Cheltenham, UK: Edward Elgar. See books above.
23. Ageev, Alexander, Googins, Bradley, Karpuhina, Elena, Marshall, Katherine, Post, James, Puffer, Sheila, and Tuuli, Irina. 2004. The ethics of political economy: A roundtable discussion. In A.M. Olson, D.M. Steiner, and I.S. Tuuli (eds.), [\*Educating for Democracy: Paideia in an Age of Uncertainty\*](#). Lanham, MD: Rowman & Littlefield, pp. 265-300 (Puffer on pp. 279-281).
22. McCarthy, Daniel J., and Puffer, Sheila M. 2004. Gaining legitimacy: Management's challenge in developing and transitioning economies. In H.W. Lane, M.L. Maznevski, M.E. Mendenhall, and J. McNett (eds.), [\*The Blackwell Handbook of Global Management: A Guide to Managing Complexity\*](#). Oxford: Blackwell, pp. 423-441.
21. Puffer, Sheila M., and McCarthy, Daniel J. 2003. Establishing a new appraisal system. In Stanislav V. Shekshnia (ed.), [\*Kak Eto Skazat' Po Russkii\*](#), Moscow: Zhurnal Upravlenie Personalom, pp. 137-142. Published in Russian.
20. Puffer, Sheila M., McCarthy, Daniel J., and Naumov, Alexander I. 2002. Strategic evolution of a technological entrepreneurship in Russia's transitional economy. In Konstantin Theile and Ciaran O hOgartaigh (eds.), [\*New Enterprise Development\*](#). Aachen, Germany: Shaker Verlag.
19. McCarthy, D.J., and Puffer, S.M. 2002. The role of knowledge creation and transfer in a high-technology MBA programme. In Konstantin Theile and Ciaran O hOgartaigh (eds.), [\*New Enterprise Development\*](#). Aachen, Germany: Shaker Verlag.
18. Shekshnia, S.V., Puffer, S.M., and McCarthy, D.J. 2002. Labour relations in the Russian fast-food industry. In Tony Royle and Brian Towers (eds.), [\*Labour Relations in the Global Fast-Food Industry\*](#). London: Routledge, pp. 117-135.
17. Puffer, Sheila M. 2001. Management in Russia. In Malcolm Warner (ed.), [\*International Encyclopedia of Business and Management\*](#). Second edition. London, England: Thomson Learning, pp. 5676-5682. Also published in an online version.
16. Puffer, Sheila M. 2000. Management in Russia. In Malcolm Warner (ed.), [\*IEBM Regional Encyclopedia of Business and Management\*](#). London, England: International Thomson Business Press, pp. 329-336.
15. McCarthy, Daniel J., and Puffer, Sheila M. 1999. The trend toward pragmatism in management education: The influence of globalization and other key factors on programs in North America, Europe, and Russia. In Konstantin Theile and Ciaran O hOgartaigh (eds.), [\*International Business Education: Partnership, Patterns and Prospects for the 21<sup>st</sup> Century\*](#). Dublin: Oak Tree Press, pp. 65-86.
14. McCarthy, Daniel J., and Puffer, Sheila M. 1998. Changes ahead for Russian management education: Reflections from the American experience. In Ralph Berndt (ed.), [\*Unternehmen im Wandel \(Change\*](#)

[Management](#)). Schriftenreihe der Graduate School of Business Administration Zurich. Yearbook 5. Berlin: Springer, pp. 101-115.

Adapted version of The road ahead for Russian management education. See articles.

13. Puffer, S.M. Russia. 1997. In Susan Cartwright (ed.), [The Blackwell Encyclopedic Dictionary of Human Resource Management](#). Oxford: Blackwell.
12. McCarthy, Daniel J., Puffer, Sheila M., and Weihrich, Heinz. 1996. Contributions to management practice by European and North American Management Education Programs. In Ralph Berndt (ed.), [Global Management](#). Schriftenreihe der Graduate School of Business Administration Zurich. Yearbook 3. Berlin: Springer-Verlag, pp. 3-18.
11. Puffer, Sheila M. 1996. Introduction. In Gayle R. Teicher and Alan D. Weinberger (eds.), [White Paper to Reform Business Education in Russia](#). New York: Liberty Publishing House, pp. 28-43. Published in English and Russian bilingual format.
10. Puffer, Sheila M. Business school professor: A "real" job that doesn't seem like work. In Blaize Horner Reich and Dianne Cyr (eds.), [Scaling the Ivory Tower: Stories from Women in Business School Faculties](#). Westport, CT: Greenwood Press, Quorum Books, 1996, pp. 89-104.
9. Puffer, Sheila M. 1996. Management in Russia. In Malcolm Warner (ed.), [International Encyclopedia of Business and Management](#). London, England: Routledge, Vol. 3, pp. 3015-3020.
8. Puffer, Sheila M. 1996. Management education in Russia. In Malcolm Warner (ed.), [International Encyclopedia of Business and Management](#). London, England: Routledge, Vol. 3, pp. 2831-2838.
7. Naumov, Alexander I., and Puffer, Sheila M. 1995. *Liderstvo* (Leadership). In Oleg S. Vikhanski and Alexander I. Naumov, *Menedzhment: Chelovek, Organizatsiia, Struktura, i Protssess* (Management: People, Organization, Structure, and Process). Volume 2. Moscow: Moscow State University Press, pp. 366-415. Published in Russian.
6. Puffer, Sheila M. 1994. Education for management in a new economy. In Anthony Jones (ed.), [Education and Society in the New Russia](#). Armonk, NY: M.E. Sharpe, pp. 171-196. (Expanded version of The booming business of management education in Russia, see articles.)
5. Zhuplev, Anatoly V., and Puffer, Sheila M. 1994. Valentina on the verge: A case of a Russian woman's career choice. In Dorothy Marcic and Sheila M. Puffer (eds.), [Management International: Cases, Exercises and Readings](#). St Paul, MN: West, pp.196-201.
4. Puffer, Sheila M. 1994. Women managers in the former USSR: A case of "Too much equality?" In Nancy J. Adler and Dafna N. Izraeli (eds.), [Competitive Frontiers: Women Managers in a Global Economy](#). Cambridge, MA: Blackwell, pp. 263-285.  
Adapted version published in *Women in Management Review*, 1993, 8 (7), pp. 3-18. Recipient of best paper award for 1993 by the journal's publisher, MCB Press.  
Abridged version published in Dorothy Marcic and Sheila M. Puffer. 1994. *Management International: Cases, Exercises and Readings*. St. Paul, MN: West, pp. 202-214.

3. Puffer, Sheila M. 1993. Three factors affecting reward allocations in the former USSR: An empirical study. In James B. Shaw, Paul S. Kirkbride, and Kendrith M. Rowland (eds.), [\*Research in Personnel and Human Resources Management: International Supplement\*](#). Volume 3 Greenwich, CT: JAI Press, pp. 279-298.
2. McCarthy, Daniel J., and Puffer, Sheila M. 1993. Managerial participation in decision making in the USSR. In Eliezer Rosenstein and William M. Lafferty (eds.), [\*International Handbook of Participation in Organizations\*](#). Volume III. London: Oxford University Press, pp. 227-242.
1. Puffer, Sheila M. 1993. The four Cs of the Russian manager. In Robert W. McGee (ed.), *Problems and Opportunities of Economic Development in Eastern Europe*. Lewiston, NY: The Edwin Mellen Press, pp. 37-40.

### **Edited Journal Issues**

8. Puffer, Sheila M., and McCarthy, Daniel J. (guest eds.) 2016. Special Issue. Issues and Decisions in International Management: An Integrated Multi-level View. [\*Journal of Leadership and Organizational Studies\*](#), 23(2).
7. Michailova, Snejina, McCarthy, Daniel J., and Puffer, Sheila M. (guest eds.) 2013. Special Issue: Russia: As Solid as a BRIC? [\*Critical Perspectives on International Business\*](#), 9(1/2).
6. Puffer, Sheila M., and McCarthy, Daniel J., and Peng, Mike W. (guest eds.) 2013. Special Issue: Managing Favors in a Global Economy. [\*Asia Pacific Journal of Management\*](#), Vol. 30 (2).
5. Puffer, Sheila M., and McCarthy, Daniel J. (guest eds.) 2005. Special Issue: Management Challenges in the New Europe. [\*Organizational Dynamics\*](#), Vol. 34 (3).
4. Puffer, Sheila M., and McCarthy, Daniel J. (guest eds.) 2003. Special Issue: Corporate Governance in Transitioning Economies. [\*Journal of World Business\*](#), 38 (4).
3. Puffer, Sheila M., McCarthy, Daniel J., and Naumov, Alexander I. (guest eds.) 1998. Special Issue: Russia, Central and Eastern Europe. [\*European Management Journal\*](#), August, 16 (4). Includes Editorial and Overview: Business and Management Issues, pp. 373-377.
2. Puffer, Sheila M. (guest ed. and translation ed.) 1991. Management Education, Part I: The Status of Management Education in the USSR. Special issue of [\*Soviet Education\*](#), November, 33 (11). Includes Introduction, pp. 3-11.
1. Puffer, Sheila M. (guest ed. and translation ed.) 1991. Management Education, Part II: New Methods in Soviet Management Education. Special issue of *Soviet Education*, December, 33 (12). Includes Introduction, pp. 3-7.

### **Articles in Refereed Journals**

88. McCarthy, Daniel J., and Puffer, Sheila M. The co-evolution of informal networks, institutions, and corruption in Russia: From an economy of favors to an economy of greed. [\*European Journal of International Management\*](#). In press.



87. Puffer, Sheila M., Wesley, David, Dau, Luis Alfonso, and Moore, Elizabeth M. 2021. The 4 Cs of MNE strategic responses to global governance. In Joyce Osland, Mark Mendenhall, B. Sebastien Reiche, and Betina Szkudlarek, (eds.), *Advances in Global Leadership*, Vol 13. Bingley, UK: Emerald, pp. 85-104.
86. Puffer, Sheila M., Wesley, David, Dau, Luis Alfonso, and Moore, Elizabeth M. 2020. Responsible global leadership in downstream and upstream supply chains: A typology of archetypes of strategic responses to CSR pressures. In Milda Zilinskaite, Mark E. Mendenhall, Günter K. Stahl, and Rachel Clapp-Smith (eds.), *Responsible Global Leadership: Dilemmas, Paradoxes, and Opportunities. Advances in Global Leadership*, Vol. 12. New York: Routledge, pp. 80-100.
85. Berger, Ron, Herstein, Ram, McCarthy, Daniel J., and Puffer, Sheila M. 2019. Doing favors in the Arab world. [\*International Journal of Emerging Markets\*](#), 14(5), 916-943. **Recipient of 2020 Emerald Publishing Literati Excellence Award.**
84. McCarthy, Daniel J., Puffer, Sheila M., and Satinsky, Daniel M. 2019. Does Russia have a role in the evolving global economy? [\*Cross Cultural and Strategic Management\*](#), 26(2), 265-289.
83. Karhunen, Paivi, Kosonen, Riitta, McCarthy, Daniel J., and Puffer, Sheila M. 2018. The darker side of social networks in transforming economies: Corrupt exchange in Chinese guanxi and Russian blat/svyazi. [\*Management and Organization Review\*](#), 14(2), 395-419.
82. McCarthy, Daniel J., Puffer, Sheila M., and Lamin, Anna. 2018. Entrepreneurial orientation in a hostile and turbulent environment: Risk and innovativeness among successful Russian entrepreneurs. [\*European Journal of International Management\*](#), 12(1/2), 191-221. **Recipient of 2018 Best Paper Award by Inderscience Publishers in January 2021.**
81. Banalieva, Elitsa R., Puffer, Sheila M., McCarthy, Daniel J., and Vaiman, Vlad. 2018. The impact of communist imprint prevalence on the risk-taking propensity of successful Russian entrepreneurs. [\*European Journal of International Management\*](#), 12(1/2), 158-190.
80. Bogatyreva, Karina, Beliaeva, Tatiana, Shirokova, Galina V., and Puffer, Sheila M. 2017. As different as chalk and cheese? The relationship between entrepreneurial orientation and SMEs' growth: Evidence from Russia and Finland. [\*Journal of East-West Business\*](#), 23(4), 337-366.
79. Judge, William Q., M.A. Witt, T. Talaulicar, J. Chen, K. Lewellyn, H. Wei Hu, J. Gabrielsson, J. Rivas, S. Puffer, D. Shukla, F. Lopez-Iturriaga, E. Adegvite, Y. Fassin, S. Yamak, S. Fainshmidt, H. Van Ees. 2017. Does board independence influence financial performance in IPO firms? The moderating role of the national business system. [\*Journal of World Business\*](#), 52(5), 628-639.
78. Puffer, Sheila M., and McCarthy, Daniel J. 2016. Issues and decisions in international management: An integrated multi-level view. [\*Journal of Leadership and Organizational Studies\*](#), 23(2): 113-115.
77. McCarthy, Daniel J., and Puffer, Sheila M. 2016. Institutional voids in an emerging economy: From problem to opportunity. [\*Journal of Leadership and Organizational Studies\*](#), 23(2): 208-219.
76. Shirokova, Galina, Bogatyreva, Karina, Belyaeva, Tatiana, and Puffer, Sheila M. 2016. Entrepreneurial

- orientation and firm performance in different environmental settings: Contingency and configurational approaches. [\*Journal of Small Business and Enterprise Development\*](#) , 23(3), 703-727.
75. Stahl, Guenter, Miska, Christof, Puffer, Sheila M., and McCarthy, Daniel J. 2016. Responsible global leadership in emerging markets. In [\*Advances in Global Leadership\*](#) , Joyce Osland, Ming Li, and Mark Mendenhall (eds.), Vol. 9, pp. 77-104, Bingley, UK: Emerald Group Publishing.
74. Puffer, Sheila M., McCarthy, Daniel J., and Jaeger, Alfred M. 2016. Institution building and institutional voids: Can Poland's experience inform Russia and Brazil? [\*International Journal of Emerging Markets\*](#), 11(1), 18-41. **Selected by the journal's editorial team as the Outstanding Paper in the 2017 Emerald Literati Network Awards for Excellence.**
73. Judge, William Q., M.A. Witt, A. Zattoni, T. Talaulicar, J. Chen, K. Lewellyn, H. Wei Hu, D. Shukla, R.G. Bell, J. Gabrielsson, F. Lopez, S. Yamak, Y. Fassin, D. McCarthy, J. Rivas, S. Fainshmidt and H. Van Ees. 2015. Corporate governance and IPO underpricing in a cross-national sample: A knowledge-based view. [\*Strategic Management Journal\*](#) , 36(9), 1174-1185. (contributed equally with D. McCarthy, but only one author per country contribution was permitted to be listed)
72. McCarthy, Daniel J., Puffer, Sheila M., Graham, Loren R., and Satinsky, Daniel. 2014. Emerging innovation in emerging economies: Can institutional reforms help Russia break through its historical barriers? [\*Thunderbird International Business Review\*](#), 56(3), 243-260.
71. McCarthy, Daniel J., Puffer, Sheila M., and Michailova, Snezhina. 2013. A critical view of Russia's IPO market: A sign of success or a reason for caution? [\*Critical Perspectives on International Business\*](#), 9(1/2), 226-242.
70. Michailova, Snezhina, McCarthy, Daniel J., and Puffer, Sheila M. 2013. Russia: As solid as a BRIC? [\*Critical Perspectives on International Business\*](#), 9(1/2), 5-18.
69. McCarthy, Daniel J., and Puffer, Sheila M. 2013. Business and management in Russia: A review of the post-Soviet literature and future research directions. [\*European Journal of International Management\*](#), 7(1), 74-111.
68. Puffer, Sheila M., McCarthy, Daniel J., Jaeger, Alfred M., and Dunlap, Denise. 2013. The use of favors by emerging market managers: Facilitator or inhibitor of international expansion? [\*Asia Pacific Journal of Management\*](#), 30(2), 327-349.
67. Puffer, Sheila M., McCarthy, Daniel J., and Peng, Mike W. 2013. Managing favors in a global economy. [\*Asia Pacific Journal of Management\*](#), 30(2), 321-326.
66. McCarthy, Daniel J., Puffer, Sheila M., Dunlap, Denise R., & Jaeger, Alfred M. 2012. A stakeholder approach to the ethicality of BRIC-firm managers' use of favors. [\*Journal of Business Ethics\*](#), 109, 27-38.
65. May, Ruth C., Stewart, Wayne H. Jr., Puffer, Sheila M., McCarthy, Daniel J., and Ledgerwood, Donna E. 2011. Predictors of individual knowledge acquisition commitment in a post-Soviet setting. [\*Management International Review\*](#), 51(5), 697-728.

64. Puffer, Sheila M., and McCarthy, Daniel J. 2011. Two decades of Russian business and management research: An institutional theory perspective. [\*Academy of Management Perspectives\*](#), 25(2), 21-36.
63. Puffer, Sheila M., and Banalieva, Elitsa R. 2010. From iconic business leader to Russian icon museum founder: Bridging business and the arts across cultures. [\*Thunderbird International Business Review\*](#), 52(6), 617-631.
62. McCarthy, Daniel J., Puffer, Sheila M., and Darda, Sergei V. 2010. Convergence in entrepreneurial leadership style: Evidence from Russia. [\*California Management Review\*](#), 52(4), 48-72.  
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## Cases

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Selected as the focal case for the 15<sup>th</sup> Annual Ciber Case Challenge, an international competition of nine business schools, University of Connecticut School of Business, Storrs, CT, November 2018.  
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### **Executive Interviews**

4. Puffer, Sheila M. 1999. Interview: Continental Airlines' CEO Gordon Bethune on teams and new product development. [\*The Academy of Management Executive\*](#), 13(3), 28-35.
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### **Editorially Refereed and Invited Publications**

15. Puffer, Sheila M. 2019. Foreword to the book by Oksana Kim, [\*The Development and Challenges of Russian Corporate Governance I\*](#). Stuttgart, Germany: Ibidem, and New York: Columbia University Press.
14. Puffer, Sheila M., and McCarthy, Daniel J. 2018. Government dictates the way in Russian business. [\*Baltic Rim Economies\*](#), December, p. 38. Expert article 2470. [www.utu.fi/pei](http://www.utu.fi/pei)
13. Puffer, Sheila M. 2012. La entrada de Rusia en la OMC es buena para países como España. (Russia's entry into the WTO is good for countries like Spain). *La Gaceta de los Negocios*, Madrid, Spain, January 18, p. 20.
12. McCarthy, Daniel J., and Puffer, Sheila M. 2004. Korporativnoe upravlenie: Poisk modeli (Corporate governance: In search of a model). [\*Ekonomicheskie Strategii \(Economic Strategies\)\*](#). Moscow, 2, 2-6. Published in Russian.
11. Puffer, Sheila M. 2001. V Rossii voznikaet osobyi stil' russkogo menedzhmenta. (A distinctive style of management is developing in Russia.) *Upravlenie Personalom (Personnel Management)*, 10(64), 6-10. Interviewed by Stanislav V. Shekshnia. Published in Russian. Lead article, which was also featured on the cover.
10. Puffer, Sheila M. 1999. Editorial: Teams. *Journal for East European Management Studies*, 4(2), 271-272.
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1. Puffer, Sheila M. 1994. Ethics: The underpinning of effective leadership. *BHRA Update*. Boston Human Resources Association newsletter, May/June, 8-9.

### Book Reviews

2. Puffer, Sheila M., and McCarthy, Daniel J. 2005. Review of *Trust and Western Business Relationships*. (by Angela Ayios, Aldershot, UK: Ashgate, 2004). Reviewed in [\*Journal of East European Management Studies\*](#), 10(1), 92-93.
1. Puffer, Sheila M. 1992. Review of *Management in Socialist Countries: USSR and Central Europe*. (by Witold Kiezun, New York: de Gruyter, 1991). Reviewed in [\*International Review of Administrative Sciences\*](#), (58), 579-581. Review published simultaneously in the French edition of the journal.

### Videos

2. Puffer, Sheila M. 1992. *Venturing Inside Russia: Four Executives Discuss Their Joint Ventures*. 108 minutes. Northeastern University. Videotape to accompany the book, [\*The Russian Management Revolution\*](#).

1. Harvard Business School. 1990. *Behind the Factory Walls*. 28 minutes. I researched and wrote the 34-page document used in making the videotape supplement to the book by the same name.

#### **ACADEMIC PAPERS AND PRESENTATIONS**

233. A cross-national study of international students' experiences. Academy of Management International Meetings, virtual conference, August 2021. (with J. Du, R. Wang, M. Wilczewski, T. Mughan, and M. Vigier)
232. Language and communication challenges and coping responses in international student pre- and post-pandemic experience. A qualitative cross-national study, European Association of Management (EURAM) virtual conference, June 2021. (with M. Wilczewski, M. Vigier, H. Langelois, W. Lu, and T. Mughan)
231. The 4 Cs of MNE strategic responses to global governance. University of Texas, Dallas, Ann & Jack Graves Foundation Conference on Sustainability as a Solution to Global Business Challenges, online, April 15-16, 2021. (With D. Wesley, L. Dau, and E. Moore)
230. International Organization Network (ION) virtual conference, February 18-20, 2021.
229. Globalizing actors and norm-making in multinational companies. All Academy Theme Panel. Academy of Management International Meetings, virtual conference (Originally scheduled for Vancouver, Canada), August 7-11, 2020. Discussant.
228. *Facilitators and obstacles to green cement*. 4th International SCORAI conference on Sustainable Consumption and Social Justice in an Urbanizing World, Northeastern University virtual conference, June 10-12, 2020. (with A. Zadeh and Y. Peng)
227. *Research on skilled migrants*. ION conference, The Burn, Scotland, February 2020.
226. *Hammer and Silicon* book presentation, "Generation R" program at the Marlene Meyerson Jewish Community Center Manhattan, New York, September 24, 2019. (Presented by coauthor Daniel Satinsky)
225. *Hammer and Silicon* book presentation, Center for Russian, East European and Eurasian Studies of the University of Texas at Austin, September 12, 2019. (Presented by coauthor Daniel Satinsky) Podcast available at <https://www.slavxradio.com/satinsky>
224. *Hammer and Silicon* book presentation as recipients of the Distinguished Book Award from the Responsible Research in Business and Management Association at the Academy of Management International Meetings, Boston, MA, August 11, 2019.
223. *Inequalities and the fight for inclusiveness: Unpacking the varied experiences of migrant workers*. Academy of Management International Meetings, Boston, MA, August 11, 2019. Chair and discussant of the panel.
222. *Antecedents of IPO Survival: A global configurational perspective*. Academy of International Business, Copenhagen, Denmark, June 25, 2019. (with A. Zattoni, W. Judge, et al.)
221. *Seminar for doctoral students*. Higher School of Economics, St. Petersburg, Russia, June 22, 2019.
220. *Research on business and management in Russia*. Higher School of Economics, St. Petersburg, Russia, June 21, 2019.
219. Keynote speech. *Russia and the global economy*. Higher School of Economics, Miasnitskaya campus, Moscow, June 19, 2019.
218. *Current developments in international business*. Higher School of Economics, Kirpichnaya campus, Moscow, Russia, June 18, 2019.
217. Keynote speech. *Will Russia have a role in the changing global economy?: Contrasting perspectives through Western and Russian cultural lenses*. Fourth Annual Global Strategy and Emerging Markets (GSEM) Conference: Institutional Complexities and Strategic Responses in the New Global Economy, The University of Texas at Dallas, Jindal School of Management, May 9, 2019.
216. *Hammer and Silicon* book presentation, Jordan Center for the Advanced Study of Russia, New York University, May 6, 2019.

215. *Hammer and Silicon* book presentation, Elliot School of International Affairs, George Washington University, March 19, 2019.
214. *Hammer and Silicon* book presentation, Unitarian Universalist Fellowship of Redwood City, CA, March 9, 2019.
213. *Hammer and Silicon* book presentation, Jenks Community Center, Winchester, MA, February 26, 2019.
212. *Immigrant Women Who Empower*. Northeastern University, Toronto, Canada, February 22, 2019. Initiated this breakfast symposium event and served as moderator.
211. *Hammer and Silicon* book presentation, Mensa Society of Toronto, Canada, February 21, 2019.
210. *Hammer and Silicon* book presentation, Harvard Club, Commonwealth Avenue, Boston, February 12, 2019.
209. *Hammer and Silicon* book presentation, Winchester Unitarian Society, Winchester, MA, January 13, 2019.
208. *Hammer and Silicon* book presentation and panel, Epiphan Video, Palo Alto, CA, December 13, 2018.
207. STEAM and the Soviet diaspora in US science and entrepreneurship. *Hammer and Silicon* book presentation, Cambridge Innovation Center, Boston, MA, November 28, 2018 (with D.J. McCarthy and D.M. Satinsky).
206. *Hammer and Silicon* book presentation, Museum of Russian Icons, Clinton, MA, November 17, 2018 (with D.J. McCarthy and D.M. Satinsky).
205. *Hammer and Silicon* book presentation, Pacific Forum, Simon Fraser University, Vancouver, Canada, November 15, 2018 (presented by D.M. Satinsky).
204. *Immigrants driving innovation: Their contributions and challenges*, Northeastern University San Francisco Campus, November 13, 2018. Initiated this inaugural event for the campus and served as a panelist.
203. *The changing faces of entrepreneurship*, Global Technology Symposium, Menlo Park, CA, October 23, 2018. Organizer and panel moderator.
202. *Hammer and Silicon* book presentation, Cambridge Innovation Center, Cambridge, MA, October 9, 2018 (with D.J. McCarthy).
201. *Hammer and Silicon* book presentation, Davis Center for Russian and Eurasian Studies, Harvard University, September 26, 2018 (with D.J. McCarthy and D.M. Satinsky).
200. *Hammer and Silicon* book presentation, Fletcher School of Law and Diplomacy, Tufts University, September 25, 2018 (with D.J. McCarthy and D.M. Satinsky).
199. *Women in entrepreneurship*, Northeastern University Toronto campus, September 21, 2018 (with M.K. Puffer). Initiated the event and was keynote speaker along with my sister.
198. *Hammer and Silicon* book presentation, Home of Annina and Kilmer McCully, Winchester, MA, September 13, 2018 (with D.J. McCarthy and D.M. Satinsky).
197. *Hammer and Silicon* book presentation, Global Resilience Institute, Northeastern University, Boston, September 11, 2018 (with D.J. McCarthy and D.M. Satinsky).
196. *Hammer and Silicon* book launch, Global Resilience Institute, Northeastern University, Boston, September 10, 2018 (with D.M. Satinsky).
195. *The end of sand: Confronting one of the greatest environmental challenges of the new millennium*, Business, Economics, Finance, Banking International Conference on Information and Social Science, Sapporo, Japan, August 2018 (with D. Wesley)
194. Professional Development Workshop organizer, moderator, and presenter. *Adapting to the US tech workplace: The Soviet diaspora in the US innovation economy*. Presented at the workshop Integrating skilled migrants into new workplaces: Challenges and support mechanisms. Academy of Management International Meetings, Chicago, August 2018.
193. *Deinstitutionalization in Russia: Is Putin rewriting our paradigms?*, Academy of International Business, Minneapolis, MN, June 2018 (with R.C. May and W.H. Stewart).

192. Keynote speaker, *Language challenges in the workplace: The Soviet diaspora in the US innovation economy*, Language at Work Conference: Research Advances in Social Sciences, Universitat Rovira i Virgili, Tarragona, Spain, June 2018.
191. Keynote speaker, *Soviet immigrants to the US as examples of workplace integration*. Workshop on Integrating Migration Studies into Business Courses, George Washington University CIBER, Atlanta, GA, May 2018.
190. *Hammer and Silicon* book presentation, Aarhus University, Aarhus, Denmark, February 2018.
189. *Hammer and Silicon* book presentation, Aalto Business School, Helsinki, Finland, February 2018.
188. *Hammer and Silicon* book presentation, ESCP Business School, Paris, February 2018.
187. Keynote speaker, *Cultural aspects of doing business in Central and Eastern Europe*, Governors State University, Chicago, February 2018.
186. *How does board independence affect IPO performance? The role of the national business system*. Academy of Management International Meetings, Atlanta, GA, August 2017 (with A. Zattoni, L. Carli, M. Witt, W. Q. Judge, T. Talaulicar, D.J. McCarthy, et al.)
185. *Doing business in the Arab world: The role of wasta and networking in relationship satisfaction and performance*. Academy of International Business, Dubai, UAE, July 2017 (with D.J. McCarthy, R. Berger, R. Herstein, and A. Silbiger).
184. Chair, panel on *Contextual insights on internationalization*. Northeastern University Center for Emerging Markets and University of Miami Global Strategy Conference, Northeastern University, June 2017.
183. *Contributions to the US innovation economy by the diaspora from the Former Soviet Union*. Davis Center for Russian and Eurasian Studies, Harvard University, November 2016 (with D.J. McCarthy and D.M. Satinsky).
182. *Institutional voids in an emerging economy: From problem to opportunity*. Global Business Research Symposium, St. John's University, Rome, Italy, June 2016 (with D.J. McCarthy).
181. Discussant. Global Business Research Symposium, St. John's University, Rome, Italy, June 2016. Recipient of the conference's Best Discussant Award.
180. *Communism and entrepreneurship*. Academy of Management International Meetings, Anaheim, CA, August 2016 (with E. Banalieva and D.J. McCarthy).
179. *Macro-institutional change and corporate governance in emerging economies*. All-Academy Theme symposium. Academy of Management international meetings, Vancouver, Canada, August 2015 (with L. Dau, A. Seth, and T. Chi).
178. *Entrepreneurial orientation in different environmental settings: A comparative cross-country study*. Academy of Management international meetings, Vancouver, Canada, August 2015 (with G. Shirokova, K. Bogatyreva, and T. Beliaeva).
177. *Varieties of communism and risk-taking propensity of Russian entrepreneurs*. Academy of Management international meetings, Vancouver, Canada, August 2015 (with E. Banalieva and D.J. McCarthy).
176. *Building a career: Opportunities and obstacles*. International Management Division Doctoral Consortium. Academy of Management international meetings, Vancouver, Canada, August 2015.
175. Discussant. HBS/JIBS International Paper Development Workshop: International Business Responses to Institutional Voids, Harvard Business School, Boston, May 2015.
174. *Entrepreneurship in post-communist transition economies*. CYRUS Institute of Knowledge conference, Harvard University, April 2015 (with D.J. McCarthy and E. Banalieva).
173. *The evolution of Russian business education: Developing a cross-cultural perspective*. 15<sup>th</sup> International Conference on Knowledge, Culture, and Change in Organizations and the Organization Knowledge Community, Berkeley, CA, February, 2015 (with D.J. McCarthy, A. Gryaznova, and V. Boltrukevich).
172. *Emerging market growth, 1990-2014: Can Brazil and Russia learn from Poland's experience?* The Sixth International Conference on Strategic Management in Latin America, San José, Costa Rica, January 2015

- (with D.J. McCarthy and A.M. Jaeger).
171. *Social entrepreneurship at the BoP: Institutional influence*. 11<sup>th</sup> Annual Conference on Social Entrepreneurship. NYU Stern School of Business and DMSB Northeastern University, Boston, November 2014. Session chair.
  170. Keynote speech: *Understanding the importance of favors in international business*. Graduate School of Management international conference, St. Petersburg, Russia, October 2014.
  169. *Network reciprocity and corruption: The role of trust in China and Russia*. Advances in International Management conference, Northeastern University, September 2014 (with D.J. McCarthy).
  168. *Russian leadership: Is it evolving toward more international styles?* International Management Division Symposium, Academy of Management international meetings, Philadelphia, August 2014. (with D.J. McCarthy, R. Litrell, P. Dorfman, et al.)
  167. Session chair and discussant. *Innovation in emerging economies, and state ownership*. Academy of International Business, Vancouver, Canada, June 2014.
  166. Session chair and discussant. *Cultural influences on CSR practices and expectations*. Academy of International Business, Vancouver, Canada, June 2014.
  165. Track chair. *Stakeholders, responsible leadership and governance*. Academy of International Business, Vancouver, Canada, June 2014.
  164. Keynote speech: *The use of favors in Russian and US business: Implications for theory and practice*. Moscow State University Graduate School of Business Alumni Association, Moscow, Russia, May 2014.
  163. Keynote speech: *The use of favors in international business*. Institute for Strategic and International Studies, Paris, May 2014.
  162. *The influence of imprinting on personal dispositions toward entrepreneurship: Coming of age in Soviet and post-Soviet eras*. Institute for Strategic and International Studies, Paris, May 2014. (With D.J. McCarthy).
  161. *Russian entrepreneurship, leadership, and innovation*. MIT Center for International Studies, MISTI MIT-Russia Program, April 2014. (With D.J. McCarthy).
  160. *Innovation in Russia*. DMSB Research Showcase, Northeastern University, October 2013. (With D.J. McCarthy).
  159. *Global responsible leaders*. Discussant, Global Leadership Symposium, Orlando, Florida, August 2013.
  158. *From favors to corruption*. Panel moderator, 2<sup>nd</sup> Global Leadership Summit, Northeastern University, August 2013. Also member of the organizing committee.
  157. *Emerging innovation in emerging economies: Can institutional reforms help Russia break through its historical barriers?* Academy of International Business, Moscow, Russia, September 2013 (with D.J. McCarthy, L.R. Graham, and D.M. Satinsky).
  156. *Diversification strategies of transition economy entrepreneurs: Qualitative research as a bridge to quantitative analysis*. Academy of International Business, Istanbul, Turkey, July 2013 (with D.J. McCarthy and A. Lamin).
  155. *Corporate governance, leadership, and entrepreneurship*. Presentation as candidate for Philip R. McDonald Chair, D'Amore-McKim School of Business, Northeastern University, April 2013.
  154. *Mobility, migration and new forms of innovation in Russia*. International Organizational Network (ION) meetings, Victoria, Canada, February 2013.
  153. *Innovation and high-tech entrepreneurship in Russia*. The Working Group for Social Sciences under the Finnish-Russian Scientific and Technological Commission, Helsinki, Finland, December 2012. (with D.J. McCarthy, L.R. Graham, and D.M. Satinsky).
  152. *Creativity and innovation*. Festschrift in honor of Professor Barry Staw, University of California, Berkeley, Sausalito, CA, November 2012.

151. *Responsible global leadership in emerging markets*. Responsible global leadership symposium. Academy of Management international meetings, Boston, August 2012 (with A. Bird, S. Beechler, C. Miska and M. Mendenhall).
150. *Favors in the informal economy in emerging and developed markets*. All Academy Professional Development Workshop, Academy of Management international meetings, Boston, August 2012 (cochair with D.J. McCarthy, and paper with D.J. McCarthy, A.M. Jaeger, and D. Dunlap).
149. *Favors as a bridge between the formal and informal economies*. All Academy symposium, Academy of Management international meetings, Boston, August 2012 (cochair with D.J. McCarthy, and paper with D.J. McCarthy, D. Dunlap, and A.M. Jaeger).
148. *Deans on business schools and informal economies*. All Academy symposium, Academy of Management international meetings, Boston, August 2012 (cochair with D.J. McCarthy).
147. *The study of EMNEs and theory development*. Third Conference on Emerging Market Multinationals: Looking Back, Looking Ahead. Center for Emerging Markets, Northeastern University, Boston, August 2012 (session chair).
146. *The use of favors in developed and transition economies: A comparison of the US and Russia*. Fifth ISBEE World Congress, Warsaw, Poland, July 2012 (with D.J. McCarthy).
145. *Emerging innovation in emerging economies: Can institutional reforms help Russia break through its historical barriers?* Academy of International Business annual international meeting, Washington, DC, June 2012 (with D.J. McCarthy, L.R. Graham, and D.M. Satinsky).
144. *Responsible global leadership in emerging markets*. Responsible global leadership symposium. Academy of International Business international meetings, Washington, DC, June 2012 (with A. Bird, S. Beechler, C. Miska and M. Mendenhall).
143. *Emerging innovation in emerging economies: Can institutional changes help Russia overcome its historical barriers to innovation?* ION (International Organization Network) Webinar series, June 2012 (with D.J. McCarthy, L.R. Graham, and D.M. Satinsky).
142. *Exploring responsible global leadership*. Academy of International Business annual international meeting, Washington, DC, June 2012 (with A. Bird, S. Beechler, C. Miska, and M. Mendenhall).
141. *Russia's innovation policies*. Chinese University of Hong Kong, and University of Nottingham Business School, Ningbo, China, April 2012.
140. *Short stories as insights into international business*. University of Nottingham Business School, Ningbo, China, April 2012.
139. *Emerging innovation in Russia: Then and now*. Davis Center for Russian and Eurasian Studies, Harvard University, March 2012 (with D.J. McCarthy, L. Graham, and D. Satinsky).
138. *Emerging innovation in emerging economies: Can Russia break through its historical barriers?* Keynote speech, Ramón Areces Foundation and IE Business School, Madrid, Spain, January 2012 (based on article coauthored with D.J. McCarthy, L. Graham, and D. Satinsky).
137. *Emerging innovation in emerging economies: Can Russia break through its historical barriers?* Innovation, international, institutions conference, Temple University, Philadelphia, November 2011 (with D.J. McCarthy, L. Graham, and D. Satinsky).
136. *Entrepreneurship and innovation in Russia: Some good news*. Local-global consortium, Concordia University, Montreal, Canada, August 2011.
135. *Current issues in Russian business*. Russian Caucus, Academy of Management international meetings, San Antonio, TX, August 2011.
134. *How do boards of directors contribute to IPO returns?: An empirical study of a multinational sample*. Academy of Management international meetings, San Antonio, TX, August 2011 (with W.Q. Judge, A. Zattoni, G. Bell, et al.).

133. *Toward a definition of favors: Concepts and survey results from Russia and the US*. 7<sup>th</sup> International Critical Management Conference, University of Naples, Italy, July 2011 (with D.J. McCarthy).
132. *Corporate governance and IPO underpricing throughout the world: Agency and institutional perspectives*. Academy of International Business, Nagoya, Japan, June 2011 (with W.Q. Judge, G. Bell, T. Talaulicar, et al.).
131. *The use of favors by BRIC managers to accomplish business goals: Ethical or not?* Northeastern University symposium, Managing Favors in a Global Economy, October 2010 (with D.J. McCarthy, A.M. Jaeger, and D. Dunlap-Hinkler).
130. *A Russian revolution in entrepreneurial leadership: Russian Entrepreneurs of the Year Finalists 2003-2007*. Davis Center for Russian Studies, Harvard University, September 2010 (with D.J. McCarthy).
129. *Predictors of individual knowledge acquisition commitment in a Post-Soviet setting*. Academy of Management international meetings, Montréal, Canada, August 2010 (with R. May, D.J. McCarthy, and W. Stewart).
128. *Challenges of doing business in Russia*. Northeastern University Center for Emerging Markets symposium, Emerging markets: opportunities and challenges. Boston, August 2010 (with D.J. McCarthy and D. Satinsky).
127. *A stakeholder approach to the ethicality of BRIC-firm managers' use of favors*. 3rd Bergamo-Wharton Joint Conference on Business Ethics on Stakeholder Theory(ies): Ethical bases, managerial applications, conceptual limits. Bergamo, Italy, July 2010 (with D.J. McCarthy, A.M. Jaeger, and D. Dunlap-Hinkler).
126. *Managerial responses to achieving competitiveness in local vs. global contexts: An institutional perspective on the role that favors and bribery play in emerging markets*. Academy of International Business, Rio de Janeiro, June 2010 (with D.J. McCarthy, D. Dunlap-Hinkler, and A. Jaeger).
125. *Russian multinationals*. Webinar presentation, Northeastern University Center for Emerging Markets and the India-China Association, June 2010 (with D.J. McCarthy).
124. *Methodological issues in conducting research in emerging economies; Doing business in Russia: Institutions, entrepreneurial action, and bribes*. Distinguished scholar series, Haskayne School of Business, University of Calgary, September 2009.
123. *Russian leadership and mythology*. Windows on the world: Cultural perspectives of leadership, past-present-future. All Academy Symposium, Academy of Management international meetings, Chicago, August 2009 (with D.J. McCarthy and S.V. Shekshnia). Finalist award for All Academy Symposium.
122. *Conducting research in international business*. Academy of Management international meetings, IMD Junior Faculty Consortium, Chicago, August 2009.
121. *MNEs from emerging markets: A comparison of the BRIC experience*. Academy of International Business, San Diego, June 2009 (with D.J. McCarthy and O.S. Vikhanskiy).
120. *The evolution of Russian firms during institutional upheaval: The role of institutions in organizational transformation*. International Organization Network (ION) conference, Istanbul, Turkey, May 2009.
119. *Entrepreneurship in Russia and China: The impact of formal institutional voids*. Stockholm School of Economics, April 2009.
118. *Entrepreneurship in Russia and China*. Reading Henley conference, Do new and emerging trends in IB require new theoretical and conceptual approaches? University of Reading Henley Business School, March 2009 (with D.J. McCarthy).
117. *Entrepreneurship in Russia and China*. Davis Center for Russian Studies, Harvard University, February 2009 (with D.J. McCarthy).
116. *Formal institutional voids in Russia and China*. McGill University Faculty of Management seminar series, Montreal, October 2008.
115. *Entrepreneurship in Russia and China: The impact of formal institutional voids*. Northeastern University conference, International Entrepreneurship: Do Institutions Matter? Boston, October 2008 (with D.J. McCarthy and M. Boisot).



114. *The fast track of Russian corporations: The research agenda*. European School of Management and Technology Annual Forum: Corporate Russia on the rise. Berlin, June 2008.
113. *Overcoming resistance to change in Russian organizations: The legacy of transactional leadership*. European School of Management and Technology Annual Forum: Corporate Russia on the rise. Berlin, June 2008 (with D.J. McCarthy and W.H. Stewart).
112. *Russian multinationals: Natural resource champions*. Davis Center for Russian Studies, Harvard University, October 2007 (with D.J. McCarthy).
111. *A test of the cross-cultural equivalency of the resistance to change scale in Russia and Ukraine*. Academy of Management international meetings, Philadelphia, August 2007 (with R.C. May, W.H. Stewart, Jr., D.J. McCarthy, and D.E. Ledgerwood). Published in Best Paper Proceedings.
110. *Individual antecedents of absorptive capacity in emerging economies: Evidence from Russia and Ukraine*. Academy of Management international meetings, Philadelphia, August 2007 (with R.C. May, W.H. Stewart, Jr., D.J. McCarthy, and D.E. Ledgerwood).
109. *Women leaders in business, government, and academia: Doing well by doing good*. All-Academy Symposium, Academy of Management international meetings, Philadelphia, August 2007.
108. *Career and publishing success*. Senior faculty leader at the International Management Division junior faculty consortium, Academy of Management international meetings, Philadelphia, August 2007.
107. *Can Russia's state-managed, network capitalism be competitive?: Institutional pull versus institutional push*. European Group of Organizational Studies international conference, Vienna, July 2007 (with D. McCarthy).
106. *Russian multinationals: Natural resource giants*. Northeastern University-Wharton School conference on emerging markets multinationals, Boston, June 2007 (with D.J. McCarthy and O.S. Vikhanski).
105. *Interpreting the ethicality of corporate governance decisions in Russia: Utilizing Integrative Social Contracts Theory to evaluate the relevancy of agency-theory norms*. International Center for Corporate Accountability conference, Baruch CUNY, New York, June 2007 (with D.J. McCarthy).
104. *Emerging capitalism in Russia and China*. Davis Center for Russian Studies, Harvard University, December 2006 (with D.J. McCarthy and J.L. Wilson).
103. *Bringing transition economies into the global arena through corporate governance*. All Academy Symposium on new perspectives on cross-cultural knowledge: In search of action plans to service the global economy. Academy of Management international meetings, Atlanta, August 2006.
102. *Getting published and dealing with multiple rejections*. Senior faculty leader at the International Management Division junior faculty consortium, Academy of Management meetings, Atlanta, August 2006.
101. *Russia's transition to state-managed, network capitalism*. International Conference on Advances in Management, Lisbon, Portugal, July 2006 (with D.J. McCarthy).
100. *Free enterprise: Values in action conference*. Invited participant. Harvard Business School. Gruter Institute for Law and Behavioral Research, John Templeton Foundation/UCLA-Sloan Research Program working conference, June 2006.
99. *HRM in a knowledge-based global economy*. Texas A&M European Union Center of Excellence, Houston, April 2006.
98. *The Yukos effect: Can Russia's state-managed, network capitalism be competitive?* Davis Center for Russian Studies, Harvard University, February 2006 (with D.J. McCarthy).
97. *Corporate entrepreneurship conference*. Invited participant. Harvard Business School, December 2005.
96. *Global mindset*. Invited scholar to participate in an international think tank workshop on global mindset research, Thunderbird Graduate School of International Management, Phoenix, AZ, November 2005.
95. *Getting published after a string of rejections*. Senior faculty leader at the International Management Division junior faculty consortium, Academy of Management meetings, Honolulu, Hawaii, August 2005.
94. *Lessons for Russian management from the Chinese experience: Applying Boisot and Child's "From fiefs to clans and network capitalism: Explaining China's emerging economic order."* Invited presentation at the All

- Academy Symposium, Academy of Management International Meetings, Honolulu, Hawaii, August 2005 (with D.J. McCarthy).
93. *Russian managers in the new Europe: Need for a new management style*. Academy of International Business, Quebec City, July 2005 (with D.J. McCarthy). Also served as co-organizer and panel co-chair.
  92. *Research directions for entrepreneurship in Russia*. Invited presentation in the Showcase Symposium on Entrepreneurship in Emerging Economies, Babson College 25<sup>th</sup> Anniversary Entrepreneurship Conference, Babson College, Wellesley, MA, June 2005 (with D.J. McCarthy).
  91. *The tortuous trail toward corporate governance in Russia*. CIBER conference on BRIC economies, University of Connecticut, April 2005 (with D.J. McCarthy).
  90. *Corporate governance battles in Russia: The case of Ilim Pulp*. Davis Center for Russian Studies, Harvard University, February 2005 (with D.J. McCarthy).
  89. *Entrepreneurship and innovation research conference*. Invited participant. Harvard Business School, December 2004.
  88. *Corporate governance in Russia: Insights from integrative social contracts theory*. Invited paper presented at the Wharton School of Business, University of Pennsylvania, Conference on Contractarian Approaches to Business Ethics: The Evolution of Integrative Social Contracts Theory, November 2004 (with D.J. McCarthy).
  87. *Barriers and Solutions to Knowledge Transfer in Russian Companies*. Academy of Management international meeting, New Orleans, August 2004 (with R.C. May and D.J. McCarthy). Also organized and chaired the panel, Challenges and Solutions to Facilitating Transfer of Actionable Knowledge in Transition Economies.
  86. *The transition in Russian business and management*. National Resource Center for Russian, East European, and Central Asian Studies, Harvard University teachers' workshop, Putin's Russia: Current Issues and Concerns, June 2004 (with D.J. McCarthy)
  85. *Linkages between corporate governance and corporate social responsibility in Russia*. Voluntary Codes of Conduct for Multinational Corporations: Promises and Challenges. Wharton-World Bank, ICCA international conference, New York, May 2004 (with D.J. McCarthy).
  84. *Corporate governance in transitioning economies*. Academy of Management international meeting, Seattle, August 2003.
  83. *The emergence of corporate governance in Russia*. Global Business and Technology Association International Conference, Budapest, Hungary, July 2003 (with D.J. McCarthy).
  82. *Corporate governance in Russia: A framework for analysis*. Gorbachev Foundation of North America Conference on Corporate Governance and Investment in Transitioning Economies, Northeastern University, Boston, April 2003 (with D.J. McCarthy).
  81. *Business ethics and corporate governance*. Panel presentation at Paideia and Religion: Educating for Democracy?, Boston University School of Management, March 2003.
  80. Moderator of the videoconference on *Corporate responsibility and sustainable competitiveness in Russia*. Zicklin Center for Business Ethics Research, The Wharton School, University of Pennsylvania, the World Bank Institute, Washington, D.C., and the Higher School of Economics, Moscow, December 2002 (co-moderator with D.J. McCarthy and R. Hisrich).
  79. *A framework for Russian entrepreneurship*. Workshop on Entrepreneurship in Transitioning Economies chaired by Klaus Uhlenbruck, Academy of Management international meetings, Denver, August 2002.
  78. *Russia's corporate governance scorecard in the Enron era*. International Partnership of Business Schools conference, Sitges, Spain, June 2002 (with D.J. McCarthy).
  77. *Strategic decisions in a Russian entrepreneurship: Flexibility in a turbulent information-technology industry*. Strategic Management Society annual international meeting, San Francisco, October 2001 (with D.J. McCarthy and A.I. Naumov).
  76. *Meet the editors*. Academy of Management international meetings in Chicago, Toronto, and Washington, 1999-2001.

75. Writers' Workshop for *The Academy of Management Executive*. Created and organized workshops at the Academy of Management international meetings in Toronto in 2000 and in Washington in 2001.
74. *The role of knowledge creation and transfer in America's #1 High-Technology MBA Program*. EDINEB international conference, Nice, France, June 2001 (with D.J. McCarthy).
73. *Meet the editors*. Eastern Academy of Management, New York, May 2001. Organized and chaired session of editors of four Academy of Management journals, *Administrative Science Quarterly*, and *Case Research Journal*.
72. *Making strategic entrepreneurial decisions in a volatile transitional environment: The case of Russia*. Strategic Management Society international meetings, Vancouver, Canada, October 2000 (with D.J. McCarthy and A.I. Naumov).
71. *Beyond contingency planning in the highly volatile Russian environment*. Strategic Management Society international meetings, Berlin, Germany, October 1999 (with D.J. McCarthy and A.I. Naumov).
70. *Russia's managerial corps: Skills and attitudes*. Trends in Russia's Intellectual Capital, sponsored by the National Intelligence Council and the Bureau of Intelligence and Research, U.S. Department of State, Washington, DC, September 1999.
69. *Making the Academy more relevant to practitioners*. Academic-Practitioner Professional Development Workshop, Academy of Management national meetings, Chicago, August 1999 (panelist with M. Beer, J. Sonnenfeld, and D.T. Hall).
68. *The hardest part of publishing: A workshop in working with reviewers*. Eastern Academy of Management, Danvers, MA, May 1999 (panelist with A. Huff and A. Konrad).
67. *Finding common ethical ground in Western countries and Eastern Europe: The case of Russian business*. Keynote speech. Chemnitz IV East Forum on business ethics in Central and Eastern Europe. Chemnitz, Germany, March 1999. Published in the *Proceedings*.
66. *From central planning to contingency planning in Russian management*. Strategic Management Society international meetings, Orlando, November 1998 (with D.J. McCarthy).
65. *The global economy: Prospects and policies for the next century*. Assisted in preparing the briefing paper for the second Gorbachev Foundation of North America Conference, Northeastern University, Boston, October 1998.
64. *Russian managers' beliefs about work: Beyond the stereotypes*. Association on Employment Principles and Practices national conference, San Francisco, October 1998. Published in the *Proceedings* (with D.J. McCarthy and A.I. Naumov).
63. *Conceptualizing and measuring culture*. Session discussant, Academy of Management national meetings, San Diego, August 1998.
62. *Strategic flexibility for MNE success in Russia: Evolving beyond entry modes*. International Federation of Scholarly Associations of Management 4th World Congress, Madrid, July 1998 (with D.J. McCarthy).
61. *Market entry strategies of American MNEs in Russia*. New England Slavic Association annual meeting, Tufts University, Medford, MA, March 1998 (with D.J. McCarthy).
60. *The global economy: A challenge to national economies*. Assisted in preparing the briefing paper for the first Gorbachev Foundation of North America Conference, Northeastern University, Boston, December 1997.
59. *Olga Kirova: A Russian entrepreneur's quality leadership*. Association on Employment Principles and Practices national conference, Miami, Florida, October 1997. Published in the *Proceedings* (with D.J. McCarthy and A.I. Naumov).
58. *Doing business in Russia: Lessons from early entrants*. British Academy of Management international meeting, London, September 1997. Selected as one of 20 papers published in the *Proceedings* out of 425 accepted papers (with D.J. McCarthy and A.V. Zhuplev).
57. *Research and teaching in international management*. International Management Division Junior Faculty Workshop invited presentation, Academy of Management national meetings, Boston, August 1997.

56. *Business ethics in a transforming economy: Applying the integrative social contracts theory to Russia*. Conference on Innovation, Systems of SMEs and Local Development, Universita Cattolica del Sacro Cuore, Cremona, Italy, June 1997. Published in the *Proceedings* (with D.J. McCarthy).
55. *Business ethics in Russia*. Wharton Impact Conference: The Legal and Ethical Foundations of Emerging Economies, University of Pennsylvania, May 1997 (with D.J. McCarthy).
54. *Business ethics in a transforming economy*. New England Slavic Association annual meeting, Wellesley, MA, April 1997 (with D.J. McCarthy).
53. *Sterling Software of Russia: Profile of the CEO through others' eyes*. Association of Private Enterprise Education national meeting, Arlington, VA, April 1997 (with D.J. McCarthy and A.I. Naumov).
52. *Contributions to management practice by European and North American management education programs*. Association for Educational Development and Innovation in Economics and Business international conference, Orlando, FL, December 1996 (with D.J. McCarthy and H. Weihrich).
51. *Partnering with Russia's new entrepreneurs: Sterling Software U.S. and Olga Johnson, Founder and CEO, Sterling Russia*. Association on Employment Principles and Practices national conference, San Diego, CA, October 1996. Published in the *Proceedings* (with D.J. McCarthy and A.I. Naumov).
50. *Western investment from a Russian perspective: The case of Mikromashina of Moscow*. Academy of International Business national meeting, Banff, Canada, September 1996 (with D.J. McCarthy).
49. *Total quality management at Business Link of St. Petersburg*. International Conference on Management Thought, Moscow State University, Moscow, Russia, September 1996.
48. *Research and teaching in international management*. International Management Division Junior Faculty Workshop invited presentation, Academy of Management national meetings, Cincinnati, Ohio, August 1996.
47. *Russian management education*. New England Slavic Association annual meeting, Worcester, MA, April 1996.
46. *Mikromashina of Moscow: Problems and opportunities of privatization*. American Association for the Advancement of Slavic Studies national conference, Washington, DC, October 1995 (with D.J. McCarthy).
45. *"Diamonds and rust" on Russia's road to privatization*. International conference on the implications of privatization in Eastern Europe, the European Union, the Balkans and Beyond. Komotini, Greece, June 1995 (with D.J. McCarthy).
44. *The relevance of U.S. education and training for entering the private sector in Russia*. Invited presentation at the national conference, Investing in Russia's future: Linking U.S.-trained Russian students and American business. NAFSA: Association of International Educators, Des Moines, Iowa, June 1995. Published in the *Proceedings*.
43. *Quality management, organizational change, and reward systems*. Invited paper at the International High Technology Management Conference sponsored by the U.S. National Science Foundation Research Council and the Russian Academy of Engineering, Moscow, June 1995. Published in the *Proceedings*.
42. *Have European or American academics done more to advance management practice?* Western Academy of Management annual meeting, San Diego, CA, April 1995 (with D.J. McCarthy and H. Weihrich).
41. *Russian managers' perspectives on privatization*. New England Slavic Association annual meeting, Russian Research Center, Harvard University, March 1995 (with D.J. McCarthy).
40. *Russian managerial values*. American Association for the Advancement of Slavic Studies national conference, Philadelphia, PA, November 1994 (with A. Jones).
39. *Compensating nationals in post-communist Russia: The fit between culture and compensation systems*. Association of International Business national conference, Boston, MA, November 1994 (with S.V. Shekshnia).
38. *Compensating local employees in post-communist Russia: In search of talent or just looking for a bargain?* Association on Employment Principles and Practices national conference, Wakefield, MA, October 1994. Published in the *Proceedings* (with S.V. Shekshnia).

37. *Developments in Russian management education*. New England Slavic Association annual conference, Russian Research Center, Harvard University, Cambridge, April 1994 (with T.V. Kozlova).
36. *Privatization in Russia*. Association for Private Enterprise Education national conference, San Antonio, TX, April 1994 (with D.J. McCarthy).
35. *Understanding the bear: A portrait of Russian business leaders*. Association on Employment Practices and Principles national conference, San Diego, CA, October 1993. Published in the *Proceedings* and nominated for best paper.
34. *Women managers in the former USSR: A Case of "Too much equality"?* All-Academy Showcase Symposium, Competitive Frontiers: Women Managers in a Global Economy. Academy of Management national meetings, Atlanta, August 1993.
33. *Effects of task and subordinate characteristics on Soviet and American managers' reward allocations: A dependency approach*. Academy of Management national meetings, Atlanta, August 1993.
32. *Nypro, Inc.'s Russian joint venture: A videotaped interview with the CEO*. World Association for Case Method Research Conference, Bratislava, Slovakia, July, 1993.
31. *Characteristics of the business and ethical environment of state enterprises and new private businesses in Russia*. International Conference on Business Ethics in the New Russia, Moscow, June, 1993 (with D.J. McCarthy).
30. *Ethical issues in small business start-ups in Russia: The case of Lekonmar*. International Council for Small Business. Las Vegas, June 1993 (with A.V. Zhuplev).
29. *Women's career changes in Russia: Pressures and prospects*. Presented at the symposium, Managing to Make a Difference in Russia, at the Eastern Academy of Management annual meeting, Providence, RI, May 1993 (with A.V. Zhuplev).
28. *Women managers in the former USSR*. New England Slavic Association Conference, Providence, RI, April 1993.
27. *Management education and training in the former Soviet Union*. Presented at the symposium, The Challenges of Management Education and Training in Eastern Europe and the Former Soviet Union, Western Academy of Management annual meeting, San Jose, CA, March 1993.
26. *The significance of rewards perceived by American and Soviet managers*. Decision Sciences Institute 23rd annual national meeting, San Francisco, November 1992.
25. *Training programs in the United States for Soviet managers*. Presented at the symposium, Soviet Management and Training, Association for Global Business annual meeting, New Orleans, November 1992. Also moderated the symposium.
24. *Managers' roles in the strategic transformation of state-owned enterprises in the former USSR*. The 12th annual international conference of the Strategic Management Society, London, October 1992 (with D.J. McCarthy).
23. *Recruiting, training, and rewarding employees in the new USSR: The experience of Moscow McDonald's and Polaroid Corporation*. Presented at the symposium, Managing Work in Post-Socialist Economies: Looking Toward Models of Organizational Adaptation, Academy of Management national meetings, Las Vegas, August 1992 (with O.S. Vikhanski).
22. *Three factors affecting Soviet managers' use of rewards: An empirical study*. The third conference on International Personnel/Human Resource Management Conference, Berkhamsted, England, July 1992. Published in *Proceedings*.
21. *The emergence of an entrepreneurial class in the former USSR*. The 12th Annual Babson Entrepreneurship Research Conference, INSEAD, Fontainebleau, France, June 1992. Published in *Proceedings, Frontiers of Entrepreneurship Research* (with D.J. McCarthy and S.V. Shekshnia).

20. *Integrating managerial decision-making authority within and between organizations: A Soviet-American comparison.* Western Academy of Management international meetings, Leuven, Belgium, June 1992 (with D.J. McCarthy).
19. *Innovations in Soviet management education.* Roundtable discussion at the Society of Industrial and Organizational Psychology meetings, Montreal, Canada, May 1992 (with I.V. Zhezhko).
18. *Across organizational boundaries: The relationship between perceptions of work organization culture and serving in a voluntary organization.* Eastern Academy of Management, Baltimore, May 1992. Published in *Proceedings*.
17. *Making it in a man's world in Moscow: Soviet women managers' experiences with power and politics.* Presented in the symposium, Power and Politics in Interpersonal Relationships, at the Eastern Academy of Management, Baltimore, May 1992.
16. *Management education and employee training at Moscow McDonald's.* The European Research Conference, Europe in Transition, Baltimore, March 1992 (with O.S. Vikhanski).
15. *US-Russia construction management joint venture: A case in "feeling one's way" towards the market economy.* The European Research Conference, Europe in Transition, Baltimore, March 1992 (with Iu. Iu. Ekaterinoslavskii).
14. *Doing research in the USSR.* Presented at the symposium, Systematic Empirical Research on the Transformation of Communist Enterprises. Academy of Management national meeting, Miami, August 1991.
13. *The changing perceptions of Soviet managers' decision-making authority.* International Meetings of the Eastern Academy of Management, Nice, France, June 1991. Published in *Proceedings* (with D.J. McCarthy).
12. *Perestroika at the plant level: The Soviet manager's view.* Presented at the conference, From Socialism to Capitalism: The Role of Human Resource Management in Large Systems Change, sponsored by the Friedrich Naumann Foundation and the Paul Lobe Institute, Gummersbach, Germany, June 1991 (with D.J. McCarthy).
11. *Internationalizing the organizational behavior curriculum.* Developed and led a one-day faculty workshop, Eastern Academy of Management, Hartford, CT, May 1991.
10. *Corporate performance and chief executive turnover: A new measure of performance expectations.* Association of Human Resources Management and Organizational Behavior annual conference, Boston, November 1989. Published in *Proceedings* (with J.B. Weintrop).
9. *The impact of individual differences and task characteristics on task sequencing and scheduling.* Eastern Academy of Management annual meeting, Arlington, VA, May 1988. Published in *Proceedings*.
8. *The suddenness of CEO succession following poor corporate performance.* Decision Sciences Institute annual national meeting, Boston, November 1987. Published in *Proceedings*, pp. 616-618 (with J.B. Weintrop).
7. *Individual reactions and effects.* Session discussant, Decision Sciences Institute annual national meeting, Boston, November 1987.
6. *Altruism and self-interest in a voluntary organization: The interactive effect of motives and incentives on volunteers' attitudes and performance.* Academy of Management national meeting, New Orleans, August 1987. Published in *Proceedings*, pp. 215-219 (with J.R. Meindl).
5. *Corporate performance and executive succession: Exploring the relationship using analysts' forecasts.* Eastern Academy of Management annual meeting, Boston, May 1987. Published in *Proceedings*, pp. 196-199 (with J.B. Weintrop).
4. *Teaching management through the humanities.* Workshop presented at the Organizational Behavior Teaching Conference, Bentley College, Waltham, MA, May 1987.
3. *Correlates of extra-role behavior and work performance among commission sales people.* Presented at the symposium, Prosocial behavior and organizational citizenship: Historical and contemporary perspectives, Academy of Management national meeting, Chicago, August 1986. Also served as symposium co-chair.

2. *Coping with time management problems: Dispositional and situational aspects of procrastination*. Presented at the symposium, Time and organizations: The mysterious frontier, at the national meetings of the Academy of Management, Chicago, August 1986 (with J.T. Brakefield).
1. *Positive effects from negative sanctions: The impact of rewards and punishments in a social context*. Academy of Management national meetings, San Diego, August 1985 (with C.A. O'Reilly).

#### **ACADEMIC CONFERENCES ORGANIZED AT NORTHEASTERN**

4. *The International Student Experience*, Northeastern University, Boston and global campus network, October 2021.
3. *Managing Favors in a Global Economy*, Northeastern University, Boston, October 2010 (with D.J. McCarthy).
2. *International Entrepreneurship: Do Institutions Matter?*, Northeastern University, Boston, October 2008 (with D.J. McCarthy).
1. *Corporate Governance and Investment in Transitioning Economies*, Northeastern University, Boston, April 2003 (with D.J. McCarthy). Sponsored by the Gorbachev Foundation of North America.

#### **OTHER PRESENTATIONS**

78. *Sustainability in the International Construction Industry*. MFS Investment Management, June 2021 (with D. Wesley, A. Roth, and J. Cordero)
77. *Sea, Sand, and Sustainability – Global Perspectives on Climate Change*. Young Global Leaders Program, Northeastern University, September 2020 (with B. Helmuth and A. Zadeh).  
<https://news.northeastern.edu/2020/09/29/the-world-is-running-out-of-sand-the-second-most-exploited-resource-after-water/>
76. *Sustainable business practices in Australia*. DMSB New World Scholars Program, Northeastern University, November 2016.
75. *Entrepreneurship in the US*. Guest speaker, Executive workshop on global entrepreneurship, hosted by Vlad Pavlov, Kyiv-Mohyla Business School (KMBS), Kiev, Ukraine, via Skype, November 2016.
74. *Russia expertise in American foreign policy: The role of Russian studies*. Panelist, US-Russia Chamber of Commerce of New England, Boston, May 2016.
73. *Young Alumnae Panel*. Moderator, Women's Leadership Network Inaugural Conference, Northeastern University, Boston, April 2016.
72. *Challenges and strategies for entrepreneurs from former Soviet countries in the US*. Guest speaker, Executive workshop on global entrepreneurship, hosted by Vlad Pavlov, Kyiv-Mohyla Business School (KMBS), Kiev, Ukraine, via Skype, March 2016.
71. *Innovative sustainable business practices in Australia*. Northeastern University Alumni Speaker Series at Brown Brothers Harriman, March 2016.

70. *Innovative sustainable business practices in Australia*. Northeastern University, DMSB Sustainability luncheon seminar, March 2016.
69. *Sustainable Australian business practices*. Guest lecture in Professor Ron Whitfield's undergraduate sustainability course, DMSB, Northeastern University, March 2016.
68. *Leveraging Unrecognized Skills in a Multicultural Workplace*. Softskills II Workshop Series. Northeastern University Silicon Valley campus, February 2016 (with S. Fitzsimmons).
67. *Innovations in sustainable business practices in Australia*. Issues in Sustainability lecture series. Winchester Unitarian Society, Winchester, MA, February 2016.
66. *Managing favors in international business*. Northeastern University World Scholars program, November 2015.
65. *The diaspora from the former USSR and their contributions to the US innovation economy*. US Department of State visiting delegation from 13 emerging markets. Northeastern University, June 2015.
64. *Russia right now: Today's business realities*. Boston Bar Association and World Boston, February 2015.
63. *Russia and Poland: A complex history, A dynamic future*. Northeastern University Alumni Speaker Series at Brown Brothers Harriman, Boston, December 2013.
62. *The use of favors in business relationships*. Northeastern University World Scholars program, November 2013.
61. *The Russian business environment*. Northeastern University World Scholars program, November 2012.
60. *Current issues in corporate governance*. Panelist at the symposium to commemorate the inauguration of the D'Amore-McKim School of Business, September 2012.
59. *The use of favors by BRIC country managers*. BCA Research, Inc., Montreal, Canada, November 2010.
58. *The future of global business*. Panelist at the First Annual CUIBE International Business Case Competition, Northeastern University, November 2010.
57. *Doing business in Russia*. Moderator of a panel sponsored by the Massachusetts Alliance of International Business. Clinton, MA, November 2008.
56. *Corporate social responsibility and transformational leadership in Russia*. Strategy and International Business Seminar Series, College of Business Administration, Northeastern University, March 2008 (with D.J. McCarthy).
55. *Is Russia open for business?* Presentation to Northeastern University alumni, Burlington, MA, May 2007.
54. *Doing business in Russia*. Presentation to Citigroup's Private Banking Group, New York, July 2005.
53. *Business and corporate governance in Russia*. Graduate seminar in Professor Richard Daynard's Law, Policy, and Society course, Northeastern University Law School, October 2003 (with D.J. McCarthy).
52. *Corporate governance in Russia*. Canada-Russia Institute for Corporate Governance, Schulich School of Business, York University, Toronto, Canada, July 2003.
51. *Update on corporate governance in Russia*. Canada-Russia Institute for Corporate Governance Advisory Council meeting, Paris, May 2003.
50. *Current issues in Russian corporate governance*. Canada-Russia Institute for Corporate Governance, Schulich School of Business, York University, Toronto, Canada, December 2002.
49. *Corporate governance in Russia*. Graduate seminar in Professor Richard Daynard's Law, Policy, and Society course, Northeastern University Law School, November 2002 (with D.J. McCarthy).
48. *Russia's corporate governance scorecard in the Enron era*. Davis Center for Russian Studies economics seminar, Harvard University, October 2002 (with D.J. McCarthy).
47. *Entrepreneurship in Russia*. Invited faculty seminar. School of Management, University of Connecticut, Storrs. April 2002.
46. *Navigating the hostile maze: A framework for Russian entrepreneurship*. Davis Center for Russian Studies economics seminar, Harvard University, December 2001 (with D.J. McCarthy).



45. *Labor relations and McDonald's in Russia*. Davis Center for Russian Studies economics seminar, Harvard University, January 2001 (with D.J. McCarthy).
44. *The Russian capitalist experiment*. Davis Center for Russian Studies economics seminar, Harvard University, December 1999 (with D.J. McCarthy).
43. *Getting published in The Executive*. Northeastern University CBA faculty seminar, May 1999 (with D.J. McCarthy and M.H. Meyer).
42. *Human resource management issues in Russia*. U.S.-Russian Business Council, Washington, DC, October 1998.
41. *Introduction of Dr. Raisa Gorbacheva*. Gorbachev Foundation of North America luncheon, Ritz Carlton Hotel, Boston. Also served as faculty escort of Mikhail Gorbachev and Raisa Gorbacheva, honorary degree recipients, Northeastern University commencement ceremonies, June 1998.
40. *Is the Russian roller coaster ride worth the risk?* Keynote address at the Executive Round Table, University of Missouri, Kansas City, February 1998.
39. *Doing research in Russian management*. Distinguished Scholar Research Seminar, University of Massachusetts, Amherst, February 1998.
38. *Conducting research using secondary sources*. Faculty research seminar, Northeastern CBA, February 1998 (with D.J. McCarthy).
37. *Strategic investment flexibility for MNE success in Russia: Evolving beyond entry modes*. Davis Center for Russian Studies economics seminar, Harvard University, November 1997 (with D.J. McCarthy).
36. *Meeting of the mindsets in a changing Russia*. Davis Center for Russian Studies economics seminar, Harvard University, April 1997 (with D.J. McCarthy).
35. *Current issues in Russian management*. Faculty research seminar, Thunderbird Graduate School of International Management, Glendale, AZ, January 1997.
34. *U.S. companies' operations in the CIS - Challenges and opportunities*. The CIS Forum on Municipal and Economic Cooperation, Sister Cities International annual worldwide conference, Boston, July 1996.
33. *A framework for leadership in a TQM context*. Graduate School of Business Administration, Zurich, Switzerland, March 1996 (with D.J. McCarthy).
32. *The fit between Russian culture and compensation: What Western firms pay their Russian employees*. Russian Research Center, Harvard University, February 1996.
31. *Russian and American business ethics*. Presented as the first speaker at Northeastern University's chapter of Phi Beta Delta Honor Society for International Scholars, February 1996.
30. *Privatization and partnerships in Russia: The case of Mikromashina of Moscow*. Research seminar, Atkinson Graduate School of Management, Willamette University, Salem, Oregon, April 1995.
29. *Finding the common ground in Russian and American business ethics*. Russian Research Center, Harvard University, February 1995 (with D.J. McCarthy).
28. *The Russian mindset*. Presented at the conference, Developing Small, High Tech Businesses on the Russian Frontier, sponsored by the MIT Enterprise Forum, Inc., Massachusetts Institute of Technology, June 1994 (with D.J. McCarthy).
27. *Recent developments in Russian management*. Research seminar, University of Washington, Seattle, May 1994.
26. *Writing cases and getting them published*. CBA faculty research seminar, Northeastern University, May 1994.
25. *Leadership*. Seminar presented at Andersen Consulting, Logistics Strategy Practice, Boston, November 1993.
24. *Women managers in the Former USSR*. School of Management, Simmons College, May 1993.
23. *Do Russian managers possess the leadership traits for a market economy?* Russian Research Center, Harvard University, March 1993.

22. *Beneficiaries and victims of economic transition*. Response to presentation by Anatolii Miliukov, head of the council of advisors to the speaker of the Russian parliament, at the conference, *The Challenges Facing Democracy in Russia and Its Implications for the United States*, Northeastern University, March 1993.
21. *Russian and American managers learning to work together*. Presentation in Russian to 40 Russian managers attending the Russian Trade Summit organized by American Russian Enterprise, Inc., Boston, September 1992.
20. *How to keep Russians from seeing red in business*. Boston Rotary Club, August 1992.
19. *Women managers in the USSR: Stereotypes and reality*. Russian Research Center, Harvard University, November 1991.
- 14-18. *Carrots and sticks, whips and gingerbreadmen: How Soviet and American managers reward and punish*. Presented in Spring 1991 at Northeastern University, University of California, Irvine, Loyola Marymount University, San Diego State University, and Russian Research Center, Harvard University.
13. *The four Cs of the Soviet manager*. Presented to Northeastern freshman and parents during parents' weekend, November 1990.
12. *Russian management program at Northeastern University*. Interviewed on the program, *In Our Time*, Channel 7 television, Boston, March 1990.
11. *Business life in the USSR*. Public Policy Breakfast Series, Goodwin, Procter & Hoar law firm, Boston, January 1990.
10. *Management in the USSR*. Presentation to NU CBA Board of Visitors, November 1989.
9. *Managerial practices and cultural characteristics of the USSR*. Orientation for Northeastern CBA faculty teaching in the executive development program for the USSR Ministry of the Aviation Industry, October 1989.
8. *Motivational practices in the United States*. Presented at a management development program of the USSR Ministry of the Construction Industry, Moscow, June 1989.
7. *Corporate performance, board composition, and CEO succession*. Northeastern University Accounting Group Seminar, December 1988.
6. *Social, political, and economic changes in the USSR from 1980 to 1988*. Winchester, MA Chamber of Commerce, October 1988.
5. *Volunteering at the United Way of Buffalo and Erie County: Report of Research Findings*. Presentation of report to United Way personnel, November 1986.
4. *Managing priorities*. National convention of the Museum Store Association, Buffalo, NY, May 1985.
3. *Inside a Soviet management institute*. Executive Management Program, University of California, Berkeley, October 1980 and October 1981; and to the Executive Committee, Kaiser Aluminum and Chemical, Oakland, CA, November 1980.
2. *Soviet management practices*. Rotary Club, St. Helena, CA, September 1980.
1. *Business practices in North America*. Several presentations in Russian to Soviet executives attending the Plekhanov Institute of the National Economy, Moscow, USSR, 1979-80.

#### **PROFESSIONAL DEVELOPMENT (Selected)**

- CIBER Faculty Development Program, Sustainable Business in Australia, Sydney and Brisbane, January 2016.
- Academy of Management South Africa Faculty Development Program and Conference, Johannesburg, January 2013.
- CIBER Faculty Development Program, Delhi, India, January 2010.

## HONORS AND AWARDS

- University Distinguished Professor, Northeastern University, 2011 – present (highest honor awarded to faculty at the university)
- Cherry Family Senior Fellow of International Business, Northeastern University, 2007-2012
- Patrick F. and Helen C. Walsh Research Professor, College of Business, Northeastern University, 2008-2010
- Recognized as the #1 scholar internationally in academic publications on business and management in Russia, the former Soviet Union, and Central and Eastern Europe, in an 18-year study of 13 leading journals. (K.E. Meyer and M.W. Peng, Probing Theoretically into Central and Eastern Europe: Transactions, Resources, and Institutions. *Journal of International Business Studies*, 2005)
- Ranked in the top 3 percent of all authors worldwide who published in “the leading international business journals: 1996-2005,” according to a 2005 Michigan State University study (Cavusgil & Griffith, 2005).
- Ranked as a leading international business scholar (Xu et al. study, *Asia Pacific Journal of Management*, 2007)
- Ranked #1, as the most published author (tied with my coauthor), in *Journal of World Business* from 1993-2003. Also as the second most published author (tied with my co-author) in *Journal of World Business* from 1993-2002. (as ranked by B. Schlegelmilch, The Anatomy of an International Marketing Journal, *Journal of International Marketing*, 2003)
- Recognized as one of the 100 most published authors in *Administrative Science Quarterly*, 1981-2001.
- Distinguished Scholar 2004, College of Business Administration, University of Texas at Arlington, April 2004. Delivered several seminars on the Russian business environment to trustees, donors, and the Arlington business community; faculty; and doctoral students
- Robert D. Klein 2003 University Lecturer, Northeastern University. Selected by a University-wide committee to present the 39th annual lecture to the University community in recognition of scholarly achievement.
- Excellence in Marketing Education Award, New England Direct Marketing Association, 2000
- United States Information Agency Review Panelist, US-NIS College and University Partnership Program, 1992, 1994, 1998
- Member, National Science Foundation Research Council Committee on Technology Management, 1995
- Member, NSF Committee on Technology Management team selected to travel to Russia to advise Russian Academy of Engineering scientists on the commercialization of technology, 1995
- Phi Beta Delta honors society for international scholars, 1995-present, Keynote Speaker 2008
- Riesman Research Professor, College of Business Administration, 1991-93
- Beta Gamma Sigma honors society best teacher award finalist, nominated as one of the top ten teachers in the CBA, 1992 and 1993
- Best Paper of the Year Award, *Women in Management Review*, 1993
- Lilly Endowment Teaching Fellowship, Lilly Foundation, awarded \$8,000 to develop teaching materials, 1987
- Showcase Study Award, Organizational Behavior Division of the Academy of Management. Second place award, 1984
- Doctoral fellowship, Social Sciences and Humanities Research Council of Canada, \$10,000 annual award for four years to pursue doctoral education, 1980-84
- Canada-USSR Academic Exchange Fellowship, Association of Universities and Colleges of Canada, 9-month fellowship to study in Moscow at the Plekhanov Institute of the National Economy, 1979-80

## NORTHEASTERN UNIVERSITY CEREMONIAL HONORS

- Keynote speaker at the first annual faculty, student, and staff awards ceremony, Northeastern University, 2011
- Introduced commencement speaker, Christopher Cox, chairman of the Securities and Exchange Commission at the commencement ceremony, Boston Garden, 2008
- Faculty escort of commencement speaker, Professor Rosabeth Moss Kanter, Harvard Business School, 2003
- Faculty escort of commencement speakers, Russian President Mikhail Gorbachev and Raisa Gorbacheva, 1998

## **SPONSORED RESEARCH AND CONFERENCES**

- The International Student Experience conference, Northeastern University, October 2021, sponsored by a grant from the Office of Institutional Diversity and Inclusion and the International Business and Strategy Group, D'Amore-McKim School of Business
- Northeastern University Tier 1 Research Award, 2021-22, Organizational Innovation for Climate Justice and Sustainability, interdisciplinary research with Northeastern faculty Jennie Stephens and Diana Bozhilova
- Cherry Family Senior Fellow of International Business, Northeastern University, 2007-2012
- BFET Fellow, Russian and East European Studies Program, University of Pittsburgh, 1996
- BURK Fellow, Russian and East European Studies Program, University of Pittsburgh, 1995
- International Research and Exchanges Board (IREX) short-term travel grant, 1994
- CBA McNeice Applied Research Award, 1991
- Northeastern University Research Scholarship Development Fund Award, 1990
- Travel awards, 1980s-90s (2 NU, 1 German government, 1 SUNY)
- 3 State University of New York research grants, 1984-88

## **UNIVERSITY AND DMSB SERVICE (Selected)**

- Member, NU Our Communities Strategic Planning Committee, 2021
- Member, NU Climate Justice Action Planning Faculty Committee, 2021
- Chair, International Business and Strategy Non-tenure Track Recruiting Committee, 2020
- Founder and Co-chair, DMSB Sustainability Steering Committee, 2019-
- Member, University Research Oversight Committee, 2016-17, 2017-18, 2018-19
- Chair, University Distinguished Professor Selection Committee, 2015-16, 2016-17, 2017-18
- Chair, DMSB PhD Program Task Force, 2013-2014
- Faculty Director, CUIBE annual international business undergraduate case competition, 2013-2014
- Chair, DMSB Research Committee, 2011-2014, elected by faculty
- Faculty Advisor, NU Russian-speaking Club, 2012-present
- Faculty Welcoming Committee, University Scholars Program, 2013-2014
- Chair, University Distinguished Professor Selection Committee, 2011-12, 2012-13, appointed by Provost
- Chair, Committee to Evaluate the Dean of Arts, Media, and Design, 2012-13, appointed by Provost
- CBA Dean's Search Committee, 2011-12, elected by faculty
- Chair, CBA Full Professor Subcommittee, 2007-09, 2010-12, elected by faculty
- Chair, Committee to Evaluate the Director of the Theater Department, 2008-2009
- CBA Research Committee, 2007-09
- Committee to Evaluate the Dean of Arts and Sciences, 2007-08
- Chair, Green Paper Committee for CBA Tenure of Professor James Dana, 2007
- Chair, Finance Group Co-ordinator Evaluation Committee, 2006

- Co-developer and co-director of CBA program for Moscow State University students, 2006
- Matthews Distinguished Professorship Selection Committee 2004-05
- Klein Lecturer Selection Committee 2004-05
- CBA Faculty Policy Committee, 2002-05, Secretary, 2003-04
- CBA Dean's Search Committee, 2003-04, appointed by Provost
- CBA General Management Group Research Committee, 2003-05
- CBA Full Professor Promotion Subcommittee, 2001-02
- Search Committees, Director of Journalism, 2000-01 and 2001-02
- Chair, CBA Research and Teaching Committee, 1998-99, member 1999-2000
- Search Committee, Trustee Professorship in International Business, 1998-99
- Provost's Committee on Teaching and Learning, 1996-97
- Dean's Search Committee, Division of Cooperative Education, 1996
- CBA Tenure and Promotion Subcommittee, 1995-97
- University Faculty Grievance Committee, 1994
- Undergraduate Academic Standing Committee, 1993-94

### **PROFESSIONAL SERVICE (Selected)**

- Advisory board member, Center for the Study of Emerging Market and Russian Multinationals, Graduate School of Management, St. Petersburg State University, Russia, 2015-present
- Senior Editor, *Management and Organization Review*, 2019-present
- Editorial board, *Cross Cultural and Strategic Management*, 2015-present
- Editorial advisory board, *International Journal of Emerging Markets*, 2014-present
- Editorial board, *Thunderbird International Business Review*, 2013-present
- Editorial board, *Journal of International Business Studies*, 2007-2010
- Editorial board, *Management Online Review* (European School of Management, Palgrave, moreexpertise.com) 2007- present
- Editorial board, *European Journal of International Management*, 2006-present
- Editorial board, *Organizational Dynamics*, 2002-present
- Editorial board, *Revista de Empresa*, 2001-2008
- Editorial board, *Journal for East European Management Studies*, 1998-present
- Editorial board, *Journal of World Business*, 1996-present
- Track chair, Stakeholders, responsible leadership and governance. Academy of International Business meeting, Vancouver, Canada, June 2014
- Co-developed and co-hosted the symposium, Managing Favors in a Global Economy, held at Northeastern and involving a dozen leading international business scholars, October 14-15, 2010 (with D.J. McCarthy)
- Co-developer and co-organizer of the conference, International Entrepreneurship: Do Institutions Matter?, hosted at Northeastern University, Boston, October 2008 (with D.J. McCarthy), with selected articles published in a special issue of *Entrepreneurship: Theory and Practice*, 2010
- Academy of International Business Best Paper and Haynes Prize Committee, 2004, 2005, 2006, 2007, chair in 2008
- Academy of Management Long-Term/Career All-Academy Awards Committee, 2004
- Initiated, organized, and managed the Gorbachev Foundation of North America Conference on Corporate Governance and Investment in Transitioning Economies, Northeastern University, Boston, April 2003
- Program Director, Gorbachev Foundation of North America at Northeastern University, 2001-2003

- Advisory Committee, Canada-Russia Institute of Corporate Governance, York University, 2002-2004
- Editor, *Academy of Management Executive*, 1999-2002, Associate Editor, 1995-1999, editorial board member, 1992-1995
- Board of Governors, Academy of Management, 1999-2002
- Outside evaluator of proposed joint EMBA program offered by Kellogg School of Management, Northwestern University, and Schulich School of Business, York University, Canada, 2001
- Editorial board, *Journal of International Management*, 1996-2002
- Editorial board, *Journal of Quality Management*, 1995-2002
- Professional Division Review Committee, Academy of Management, 1992-93
- International Programs Committee, Academy of Management, 1990
- USSR Committee, International Business Center of New England, 1990-91
- Reviewer for several dozen journals, many professional meetings, numerous book proposals, grants, and tenure and promotion cases at many universities worldwide