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EDUCATION

University of Illinois at Champaign-Urbana

Ph.D. in Corporate Strategy and International Business expected fall 2005. Masters in Business Administration completed 1999. Masters in Arts, Teaching English as a Second Language, 1976; Bachelor of Arts, Spanish and French, Phi Beta Kappa, 1973.

Dissertation: Multinational Firms' Ownership Structure Choices in Politically Risky Countries: An Integrative Strategic Management Approach

My dissertation examines the ownership structure choice of U.S. multinational firms under varying institutional environments in host countries where political hazards are high. Drawing upon transaction costs and new institutional economics theories, this study expands the transactions costs framework by incorporating the fundamental political, social and legal ground rules that define the nature of carrying on business in a society. Specifically, I examine the direct influence of the investing multinational's firm-specific attributes as well as the direct and indirect effects of political risk, corruption, and a country's ability to enforce contracts on a firm's propensity to choose whole ownership. The central proposition of this dissertation is that although previous research has observed that hybrid structures dominate as the more efficient solution in transition economies characterized by institutional hazards, this research finding may not hold for other types of economies that exhibit high levels of uncertainty, especially when asset specificity is present. I test the hypotheses on an original dataset of U.S. manufacturing firms with operations in thirty-five countries where political risk is high. Preliminary results are consistent with predictions and indicate that an extended transaction costs approach, one that includes the idiosyncratic institutional framework of the host country, can explain much of the variation in firms' choice of wholly-owned or joint venture ownership arrangements in politically risky countries.

Dissertation Committee: Joseph Mahoney (Chair), Ruth Aguilera, Hadi Esfahani, Steven Michael

HONORS & FELLOWSHIPS

- Center for International Business Education Dissertation Research Grant (2005)
- Kauffman Dissertation Fellowship finalist (October 2004)
- Center for International Business Education Research Grant (summer 2003)
- Best Doctoral Student Paper award in International Management Track, Southern Management Association Annual Meeting (November 2003)
- Foreign Language and Area Studies Fellowship (AY 2000-2001)
- European Union Center grant for on-site research in Havana, Cuba (summer 2000)
- Student Leadership Management Grant from the School of Business, University of Illinois (1997)

RESEARCH

Conference Presentations

“Regulation of Entrepreneurs and Culture: An Institutional Approach,” presented at the Southern Management Association’s annual meeting, Clearwater Beach, Florida, November 2003.

Invited Presentations

- “Multinational Firms’ Ownership Structure Choices in Politically Risky Countries,” to be presented at the Ronald Coase Institute Workshop on Institutional Analysis, Universitat Pompeu Fabra, Barcelona, September 2005.
- “Regulation of Entrepreneurs and Culture: An Institutional Approach,” presented at a conference entitled “Maintaining Neighborhoods in a Global World,” University of Southern California, October 2003.
- “EU Investment in Cuba and Helms-Burton,” presented at workshop sponsored by the European Union Center at the University of Illinois Champaign-Urbana, spring 2001.

Working Papers

“Entrepreneurs and Government,” with Steve Michael. In progress.

“Corruption and Its Effects on FDI.” In progress.

TEACHING EXPERIENCE

International Business

Fisher College of Business, The Ohio State University, Visiting Assistant Professor for AY 2005-2006.

Corporate Strategy (Undergraduate capstone course)

University of Illinois at Champaign-Urbana, fall 2003, spring 2004, fall 2004, spring 2005. Independently taught one class each semester. Individually responsible -- within broad departmental guidelines -- for course design, all instruction, and student evaluation.

MBA Communications & Internet Strategy

Core Faculty Advisor (CFA) for two semesters in the University of Illinois Business School, Champaign-Urbana. Formed part of a communications consulting team for incoming MBA students, fall 1998, and served as a teaching assistant in an MBA-level, internet strategy course, spring 1999, working with the professor to organize and prepare weekly class.

Business English and Marketing

Taught undergraduates at the Center for International Studies, Madrid, Spain, 1993-1997. Created and managed an internship program that placed American study-abroad students at Fortune 500 companies in Madrid, making all contacts and logistical arrangements.

Business Communications

Adjunct faculty member in the Business Communications Department, Madrid Business School, Madrid, Spain, 1993-1994. Designed and developed a business English class for undergraduates.

English as a Second Language

ESL Lecturer/Instructor to undergraduates at the University of Massachusetts, Boston, Massachusetts, 1982-1985.

PROFESSIONAL EXPERIENCE

Demoscopia, S.A., Madrid, Spain

Director of International Research, 1990-1993. Analyzed global marketing trend data. Carried out ad-hoc quantitative research projects for clients in U.S., Europe & Latin America.

ICP/Research, S. A., Madrid, Spain

International Research Coordinator, 1986-1990. Designed and coordinated quantitative consumer research studies. Represented firm at international conferences.

SERVICE

- Occasional reviewer for Business Policy and Strategy Division papers, Academy of Management and Southern Management Association annual meetings.
- Submitted book review published in the *Academy of Management Review*, October 2002.
- Professional Memberships: Academy of Management, Academy of International Business, IberoAmerican Academy of Management, Association for the Study of the Cuban Economy.

RESEARCH INTERESTS

Foreign direct investment in developing/emerging economies

Formal and informal norms in institutional environments across countries (e.g. political hazards, corruption, culture)

National culture and government regulation of entrepreneurs

TEACHING INTERESTS

Business policy and strategy

International management/business

ADDITIONAL LANGUAGE

Spanish (write and speak fluently, able to conduct in-depth research)

REFERENCES

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