

TATIANA KOSTOVA

Sonoco International Business Department
Darla Moore School of Business
University of South Carolina
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Education

Ph. D. in Business Administration, University of Minnesota
MS and BS in Economic Cybernetics, Kiev State University

Academic Experience

University of South Carolina, Moore School of Business:

Carolina Distinguished Professor (since 2017)
Buck Mickel Chair in International Business (since 2008)
Professor of International Business (since 2008)
Associate Professor of International Business (2002-2008)
Assistant Professor of International Business (1996-2002)
Research Director, University of South Carolina CIBER (since 2005)
Ph.D. Program Director, Sonoco International Business Department (2005-2011)
Academic Director, Executive IMBA MBA (since 2009)
Academic Director, Global MBA (2013-2015)

University of Economics - Varna, Bulgaria (1981-1991):

Assistant Professor in Management (Junior, Senior, and Chief Assistant Professor)
Associate Director, Graduate School of Management (1989-1991)

University of California Los Angeles, John Anderson Graduate School of Management
(1988-1989):

Fulbright Scholar

University of Delaware (1991-1992):

Graduate School Fellow

University of Minnesota (1992-1996):

Teaching Assistant, Research Assistant, Graduate School Fellow

Affiliated Professor, EGADE and Tec de Monterrey, Mexico (2015-2018)

Affiliated Professor, University of Economics, Varna, Bulgaria (since 2012)

Affiliated Researcher, Skolkovo Institute on Emerging Market Studies, Russia (2009-2014)

Visiting Professor, Tech de Monterey, Guadalajara, Mexico (EIMBA Program, 2005-2014)

Visiting Professor, Chinese University of Hong Kong, Hong Kong (Summers, since 2005)

Visiting Professor, University of Hong Kong, 2013

Visiting Professor, WU, Vienna University of Economics and Business Administration,
Vienna, Austria (1998 - 2007)

Visiting Professor, WU, Vienna, Austria, Spring, 2011

Fulbright Visiting Professor, WU, Vienna, Austria, Spring, 2012

Adjunct Professor, Executive MBA program, Emory University, Atlanta, Georgia (2001-2004)

Teaching International Management at the graduate level in MIBS, IMBA, MBA, PMBA, EIMBA, and GMBA programs, Moore School of Business, University of South Carolina

Teaching the International Management seminar, a module on Central and Eastern Europe, and a module on Culture in the Survey of International Business, Faculty Development in International Business Program, Daniel Management Center, Moore School of Business, University of South Carolina (annually since 1997)

Teaching International Management seminar in Faculty Development in International Business Program, Renmin University, Beijing, China, June, 2015

Teaching International Management seminar in Faculty Development in International Business Program, Shenyang, China, August, 2013

Teaching in executive education programs, Daniel Management Center, Moore School of Business, University of South Carolina

Honors, Awards, and Research Grants

Carolina Distinguished Professor (since 2017)

Star Academic Leader, Organization Studies and IB Research, EGADE, Tec de Monterrey, Monterrey, Mexico (2015-2018)

Finalist, Best Paper in Corporate Governance, Spadafora, E., Kostova, T., Marano, V., & van Essen, M. Interdependence between corporate governance and international diversification: A meta-analysis. *Academy of Management Annual Meeting*, August 9-13, 2018. Chicago, IL.

Best Unpublished Research Paper, Family Firm Institute, 2017

Fulbright Professor, WU, Vienna, Austria, Spring 2012

Fellow, Academy of International Business (elected 2011)

Buck Mickel Chair Professor in International Business (since 2008)

Alfred G. Smith Teaching Award, Moore School of Business, 2008

Best Professor, KEPCO EIMBA Class, 2016-2018, KEPCO, South Korea

Professor of the Year, Master of International Business, Moore School of Business, 2014, 2015

Best USC Professor, Global Master of Business Administration, Moore School of Business and Tec de Monterrey, 2013-2015

Outstanding Core Professor, Executive International MBA, Moore School of Business, 2009, 2011

Outstanding Professional MBA Professor (Electives), Moore School of Business, 2008, 2013

Finalist (1 of 4 in the USC system) for the Mungo Graduate Teaching Award, USC, 2013

Best Global Strategy Course in CEMS 2010/2011 (best among all 29 Global Strategy courses taught in the CEMS consortium of 29 European Business Schools). CEMS is the #1

Master of International Management program in Europe, run by a consortium of 29 European universities.

Best Exclusive Course in CEMS, 2010/2011, (Best among more than 90 courses taught throughout the CEMS network of 29 European Business Schools). CEMS is the #1 Master of International Management program in Europe, run by a consortium of 29 European universities.

2007 Recognition, “Rising Star” in Economics & Business (research impact - highly cited papers and highest increase in citations of work);

<http://www.incites.com/scientists/TatianaKostova.html>

Moore Research Fellow, University of South Carolina (2005-2008)

Research Fellow, Business Partnership Foundation, University of South Carolina (2001-2005)

Finalist, 2004 *Academy of Management Review* Best Paper, “Social capital in multinational corporations and a micro-macro model of its formation” (with K. Roth)

Best Reviewer, *Journal of International Business Studies*, 2011-2012

Riegel & Emory Fellowship Award, University of South Carolina (1998-2001)

Richard N. Farmer Best Dissertation Award, Academy of International Business (1997)

Barry M. Richman Best Dissertation Award, International Management Division of the Academy of Management (1997)

Carnegie Bosch Institute Research Grant (1998-2000) and (1996-1997)

CIBER Research Grants (annually, 1996-present)

USC Provost Teaching Innovation Grant (1998-1999)

University of Minnesota (1992-1996):

Graduate School Fellowship

Graduate School Dissertation Fellowship

Carlson School of Management Dissertation Fellowship

University of Delaware (1991-1992)

Graduate School Fellowship

Fulbright Scholar, University of California Los Angeles, John Anderson Graduate School of Management (1988-1989)

Refereed Journal Publications

Tashman, P., Marano, V. & Kostova, T. Forthcoming. Walking the walk or talking the talk? Corporate social responsibility decoupling in emerging market multinationals. *Journal of International Business Studies*. <https://link.springer.com/article/10.1057/s41267-018-0171-7>

Duran, P., van Essen, M., Heugens, P., Kostova, T. Forthcoming. The impact of institutions on the competitive advantage of publicly listed family firms in emerging markets. *Global Strategy Journal*. <https://doi.org/10.1002/gsj.1312>

- Kostova, T., Nell, P., & Hoenen, A. 2018. Understanding agency problems in headquarters-subsidary relationships in multinational corporations: A Contextualized model. *Journal of Management*. Vol. 44 (7): 2611-2637
- Beugelsdijk, S., Kostova, T., Kunst, VE, Spadafora, E., & van Essen, M. 2018. Cultural distance and firm internationalization: A meta-analytical review and theoretical implications. *Journal of Management*, 44 (1): 89-130.
- Beugelsdijk, S., Kostova, T. & Roth, K. 2017. An overview of Hofstede-inspired country-level research in international business since 2006. *Journal of International Business Studies*, 48(1): 30-47.
- Marano, V., Tashman, P., & Kostova, T. 2017. Escaping the iron cage: Developing economy multinational enterprises and CSR reporting. *Journal of International Business Studies*, 48 (3): 386-408.
- Duran, P., Kostova, T., & van Essen, M. 2017. Political ideologies and the internationalization of family firms in emerging markets: The case of Chile. *Journal of World Business*: 52(4): 474-488.
- Stahl, G, Tung, R., Kostova, T. & Zellmer-Brun, M. 2016. Widening the lens: Rethinking distance, diversity, and foreignness in international business research through positive organizational scholarship. SI, *Journal of International Business Studies*, Volume 47, Issue 6: 621–630.
- Kostova, T., Marano, V., & Tallman, S. 2016. Headquarters–subsidiary relationships in MNCs: Fifty years of evolving research. *Journal of World Business*, 51: 176-184.
- Kostova, T. & Hult, T. 2016. Meyer and Peng's 2005 article as a foundation for an expanded and refined international business research agenda: Context, organizations, and theories. *Journal of International Business Studies*, 47.1: 23-32.
- Marano, V. & Kostova, T. 2016. Unpacking the institutional complexity in adoption of CSR practices in multinational enterprises. *Journal of Management Studies*, 53: 28-54.
- Hoenen, AK. & Kostova, T. 2015. Utilizing the broader agency perspective for studying headquarters-subsidary relations in multinational companies. *Journal of International Business Studies*, 46.1: 104-113.
- Joardar, A Kostova, T., & Wu, S. 2014. Expanding International Business Research on Foreignness: A Viewpoint. *Management Research Review*, 37 (12): 1018-1026.
- Luecke, G., Kostova, T. & Roth, K. 2013. Understanding multiculturalism through a cognitive lens: Emergence, patterns, and implications for MNC managers. *Journal of International Business Studies*, 45.2: 169–190.
- Bello, D., & Kostova, T. 2012. Conducting high-impact international business research: The role of theory, *Journal of International Business Studies*: 43(6): 537-543.
- Roth, K., Kostova, T. & Dakhli, M. 2011. Exploring cultural misfit: Causes and consequences. *International Business Review*, 20: 15-26.
- Kostova, T., Roth, K. & Dacin, T. 2009. Theorizing on MNCs: A promise for institutional theory. *Academy of Management Review*, 34 (1): 171-173.
- Kostova, T., Roth, K. & Dacin, T. 2008. Institutional theory in the study of MNCs: A critique and new directions. *Academy of Management Review*, 33 (4): 994-1007.

- Vora, D., Kostova, T. & Roth, K. 2007. Roles of subsidiary managers in multinational corporations: The effect of dual organizational identification. *Management International Review*, 47(4): 595-620.
- Joardar, A., Kostova, T. & Ravlin, L. 2007. Acceptance of a foreign newcomer into a workgroup. *Journal of International Management*, 13(4): 513-537.
- Vora, D. & Kostova, T. 2007. A model of dual organizational identification in the context of the multinational enterprise. *Journal of Organizational Behavior*, 28(3): 327-350.
- Roth, K. & Kostova, T. 2003. The use of the multinational corporation as a research context. *Journal of Management*, 9(6): 883-90.
- Roth, K. & Kostova, T. 2003. Organizational coping with institutional upheaval in transition economies. *Journal of World Business*, 38:314-330.
- Kostova, T. & Roth, K. 2003. Social capital in multinational corporations and a micro-macro model of its formation. *Academy of Management Review*, 28: 297-317.
Reprinted (Forthcoming) in Koput, K. & Broschak, J. (Eds.), *Social Capital in Business*, Edward Elgar Publishing Ltd, UK.
- Pierce, J., Kostova, T. & Dirks, K. 2003. The state of psychological ownership: Integrating and extending a century of research. *Review of General Psychology*, 7: 84-107.
- Kostova, T. & Roth, K. 2002. Adoption of an organizational practice by the subsidiaries of the MNC: Institutional and relational effects. *Academy of Management Journal*, 45: 215-233.
- Pierce, J., Kostova, T. & Dirks, K. 2001. Towards a theory of psychological ownership in organizations. *Academy of Management Review*, 26: 298-310.
- Van Dyne, L., VandeWalle, D., Kostova, T. & Latham, M. 2000. Collectivism, propensity to trust, and self-esteem as predictors of organizational citizenship behavior in a non-work setting. *Journal of Organizational Behavior*, 31: 3-23.
- Kostova, T. 1999. Transnational transfer of strategic organizational practices: A contextual perspective. *Academy of Management Review*, 24: 308-324.
- Kostova, T. & Zaheer, S. 1999. Organizational legitimacy under conditions of complexity: The case of the multinational enterprise. *Academy of Management Review*, 24: 64-81.
- VandeWalle, D., Van Dyne, L. & Kostova, T. 1995. Psychological ownership: An empirical examination of its consequences. *Group and Organization Management*, 20: 210-226.

Other Refereed Publications

- Spadafora, E., Kostova, T., Marano, V., & van Essen, M. Interdependence between corporate governance and international diversification: A meta-analysis. *Academy of Management Proceedings*. August 9-13, 2018. Chicago, IL.
- Kostova, T. & Marano, V. Forthcoming. Institutional theory perspectives on emerging economies. In Grosse, R. & Meyer, K. (Eds.) *The Oxford Handbook of Management in Emerging Markets*. Oxford University Press.
- Tashman, P., Marano, V., & Kostova, T. 2017. Talking the talk and walking the walk: CSR reporting and CSP of emerging market multinationals. *Academy of Management Proceedings*. August 4-8, Atlanta, Georgia.

- Vora, D. & Kostova, T. Psychological attachment in multinational enterprises. *Academy of Management Proceedings*, 2015.
- Marano, V., Tashman, P., & Kostova, T. Escaping the iron cage: Developing economy multinational enterprises and CSR reporting. *Academy of Management Proceedings*, 2015.
- Van Essen, M., Duran, P., Heugens, P. & Kostova, T. Why does family firm performance vary in emerging markets? A middle range institution-based theory. *Academy of Management Proceedings* 2013 (1), 14665
- Kostova, T. January 2013. Global organization design, In Rich, A. (Ed.), *Oxford Bibliographies Online*. Oxford University Press.
<http://www.oxfordbibliographies.com/obo/page/management>
- Kostova, T. March 2013. Institutional theory of multinational corporations. In Kessler, E. (Ed.) *Encyclopedia of Management Theory*, Sage.
- Collinson, S., Doz, Y., Kostova, T., Liesch, P., & Roth, K. 2013. The domain of international business and the AIB, *AIB Insights*, Vol. 13, No. 1: 3-9.
- Kostova, T. & Tenev, S. 2010. Varieties of capitalism and the impact of the global economic crisis on international business. Proceedings, *International Conference "Global Crisis and Economic Development"*, University of Economics, Varna, Bulgaria.
- Kostova, T., Athanassiou, N. & Berdrow, I. 2009. Managing knowledge in global organizations. In H. Lane, M. Maznevski, M. Mendenhall, & J. McNett (Eds.), *The Blackwell Handbook of global management: A guide to managing complexity*. John Wiley & Sons. Pp: 275-288.
- Vora, D., Kostova, T. & Roth K. 2005. Antecedents of dual organizational identification among MNC subsidiary managers: An empirical test. *In Best Paper Proceedings of the Academy of Management Annual Meeting:U1-U6*.
- Kostova, T. 2004. Limitations of the culture perspective in teaching international management: The case of transition economies. In N. Boyacigiller, R. Goodman, & M. Phillips (Eds.), *Crossing cultures: Insights from master teachers*. London: Routledge. Pp. 185-200.
- Kostova, T., Athanassiou, N. & Berdrow, I. 2003. Managing knowledge in global organizations. In H. Lane, M. Maznevski, J. DiStefano, & J. McNett (Eds.), *Handbook of global management: A guide to managing complexity*. Blackwell Publishing. Pp: 275-288.
- Kostova, T., Roth, K. & McEvily, B. 2000. Relational capital and knowledge sharing in the global firm. *Research Paper Series*, Carnegie Bosch Institute, Carnegie Mellon University.
- Kostova, T. 1998. Quality of inter-unit relationships in MNEs as a source of competitive advantage. In Hitt, M., Ricart, J. & Nixon, R. (Eds.), *New managerial mindsets: Organizational transformation and strategy implementation*. John Wiley & Sons, Ltd., Chichester, West Sussex, England.
- Kostova, T. 1998. Success of the transnational transfer of organizational practices within multinational companies. *Research Paper Series* No. 98-4, Carnegie Bosch Institute, Carnegie Mellon University.

Kostova, T. 1992. Organizational innovations in Bulgaria. In Schwartz, R. (Ed.), *Managing Organizational Transitions in a Global Economy*. Monograph and Research Series, Vol. 57, Institute of Industrial Relations, UCLA.

Under Review, Revision, and Work-in-Progress

Papers at various journals and stages of the submission/review process in collaboration with Scott, R., Beugelsdijk, S., van Essen, M., Kunst, VE, Chua, CH, Berrone, P., Duran, P., Gomez-Mejia, L., Heugens, P., Kostova, T., Marano, V., Tashman, P., Spadafora, E., Sauerwald, S., Birhanu, A., Saleh, S., Kondratenko, N., Perri., A., Roth, K., and others.

Conference Presentations

Van Essen, M., Duran, P., Kostova, T., Gomez-Mejia, L., Heugens, P., & Berrone, P. The cognitive-cultural embeddedness of family firms: Implications for prevalence, strategy, and performance. *Strategic Management Society Annual Meeting*, September 21-25, 2018. Paris, France.

Spadafora, E., Kostova, T., & Marano, V. Interdependence between corporate governance and international diversification: A meta-analysis. *Strategic Management Society Annual Meeting*, September 21-25, 2018. Paris, France.

Kostova, T. Strategy and Eminent Scholar Award. *Academy of Management Annual Meeting*, August 9-13, 2018. Chicago, IL.

Kostova, T. "Theory development in management" PDW. *Academy of Management Annual Meeting*, August 9-13, 2018. Chicago, IL.

Kostova, T. "Going strong: 30 years of the Kogut and Singh cultural distance index" PDW. *Academy of Management Annual Meeting*, August 9-13, 2018. Chicago, IL.

Kostova, T. "Writing better theory" PDW. *Academy of Management Annual Meeting*, August 9-13, 2018. Chicago, IL.

Spadafora, E., Kostova, T., Marano, V., & van Essen, M. Interdependence between corporate governance and international diversification: A meta-analysis. *Academy of Management Annual Meeting*, August 9-13, 2018. Chicago, IL.

Marano, V., Tashman, P. & Kostova, T. Talking the talk and walking the walk: CSR reporting and CSP of emerging market multinationals. *Academy of Management Annual Meeting*, August 4-8, 2017. Atlanta, GA.

Marano, V., Giuliani, E., Aguilera, R., Doh, J., Husted, B., Jacqueminet, A., & Kostova, T. CSR of emerging country MNEs: Toward a new research agenda. *Academy of International Business Annual Meeting*, July 1-4, 2017. Dubai, UAE.

Kostova, T., Nell, P. & Hoenen, A. A contextualized model of headquarters-subsidary agency problems. *Strategic Management Society Special Conference "Contextualizing Strategic Management in Asia: Institutions, Innovation and Internationalization"* December 10-12, 2016. Hong Kong, Hong Kong.

Saleh, S., van Essen, M., & Kostova, T. Efficiency analysis of 'good' governance policies in addressing the principal-principal conflict. *Academy of International Business Annual Meeting*, June 27-30, 2016. New Orleans, LA.

- Marano, V., Tashman, P., & Kostova, T. Escaping the iron cage: Developing economy multinational enterprises and CSR reporting. *Academy of Management Annual Meeting*, August 7-10, 2015, Vancouver, Canada.
Finalist for IM Division's "Best Paper Award in Ethics, CSR, and Sustainability"
- Vora, D. & Kostova, T. Psychological attachment in multinational enterprises. *Academy of Management Annual Meeting*, August 7-10, 2015, Vancouver, Canada.
Finalist for IM Division's "Best Paper Award in OB / HRM /OT"
- Kostova, T. & Hult, T. Commentary on 2015 *JIBS* Decade Award: Meyer, K. & Peng, M. "Probing theoretically into Central and Eastern Europe: Transactions, resources, and institutions". *Academy of International Business Annual Meeting*, June 27-30, Bengaluru, India.
- Kostova, T. Institutional complexity and MNC management. Keynote presentation. *Research Workshop "New Institutionalism across Borders"*, Oct 30-31, 2014, Copenhagen Business School, Copenhagen, Denmark.
- Kostova, T. The institutional perspective in IB research. *Symposium "Institutional Theory and Multinational Corporations"*, October 2-4, 2014. Charleston, SC.
- Kostova, T. Global Governance: Institutional Complexity and Corporate Governance: Advancing the Research Agenda. *Academy of Management Annual Meeting*, August 2-5, 2014, Philadelphia, Pennsylvania.
- Van Essen, M., Duran, P., Heugens, P., Kostova, T. Why does family firm performance vary in emerging markets? A middle-range institution-based theory. *Academy of Management Annual Meeting*, August 2-5, 2014, Philadelphia, Pennsylvania.
- Kostova, T. The construct of distance in IB research: Current state, issues, and new directions. *Academy of International Business Annual Meeting*, June 23-26, 2014, Vancouver, Canada.
- Kostova, T. Global Strategic makeup of state-owned enterprises: An institutional perspective. Symposium "Institutions, Ownership, and Global Strategy", *Academy of International Business Annual Meeting*, June 23-26, 2014, Vancouver, Canada.
- Van Essen, M., Duran, P., Heugens, P. & Kostova, T. Why does family firm performance vary in emerging markets? A middle-range institution-based theory. Competitive paper, *Academy of Management Annual Meeting*, Lake Buena Vista, FL, August 8-13, 2013.
[Also published in the *Academy of Management Best Paper Proceedings*
<http://proceedings.aom.org/content/2013/1/14665.short>]
- Kostova, T. Panelist, Research frontiers in institutions and strategy. *Academy of International Business Annual Meeting*, July 2013, Istanbul, Turkey.
- Kostova, T. Speaker, AIB Fellows Special Panel: Celebrating 25 Years of Kogut and Singh's 'The effect of national culture on the choice of entry mode'. *Academy of International Business Annual Meeting*, July 2013, Istanbul, Turkey.
- Duran, P., Heugens, P. & Kostova, T. Why do publicly listed family firms perform so differently across emerging markets? An institution-based theory and meta-analytic test. Competitive Paper, *Academy of International Business Annual Meeting*, July 2013, Istanbul, Turkey

- Kostova, T. The institutional perspective in strategy research. Keynote presentation at *SMS Extension "Strategy and Institutions"*, Erasmus University, The Netherlands, October 6-8, 2012.
- Marano, V. & Kostova, T. Adoption of CSR practices in global production networks. *Academy of International Business Annual Meeting*, June, 2012, Washington DC
- Vora, D. & Kostova, T. Unpacking dual attachments in MNCs. *Academy of International Business Annual Meeting*, June, 2012, Washington DC
- Kostova, T. Institutional distance: Critique and new directions, Showcase Panel, *Strategic Management Society Annual Meeting*, November 5-9, 2011, Miami, FL.
- Kostova, T. A theory building perspective, PDW "The liability of foreignness of international studies: Publishing in premier management journals", *Academy of Management Annual Meeting*, August 6-11, 2010, Montreal, Canada.
- Kostova, T. MNCs as institutional change agents, Symposium "Actors and agency: MNE innovation and change in diverse institutional settings", *Academy of Management Annual Meeting*, August 6-11, 2010, Montreal, Canada.
- Kostova, T. How distance affects the behavior and performance of multinational companies (All academy Symposium, Finalist for AOM Emerald Best International Symposium Award). *Academy of Management Annual Meeting*, August 6-11, 2010, Montreal, Canada.
- Kostova, T. Institutional distance in international business research. *AIB Frontiers Conference*, December, 2009. Charleston, SC.
- Kostova, T. Panelist, Panel "Emerging markets: A management perspective". *The second IB conference at Reading "Do new and emerging trends in IB require new theoretical and conceptual approaches?"*, March 30-31, 2009, University of Reading, UK.
- Kostova, T. & Roth, K. Knowledge exchange between global R&D teams: The role of social capital. *Strategic Management Society Annual Meeting*, October 2006, Vienna, Austria.
- Vora, D., Kostova, T. & Roth, K. An empirical test of the antecedents of dual organizational identification in the context of subsidiary managers in MNCs. *Academy of International Business Annual Meeting*, June 2006, Beijing, China.
- Kostova, T. Comparative approaches in teaching international management / Internationalizing the curriculum. Part of a Professional Development Workshop, *Academy of Management Annual Meeting*, August 2005, Honolulu, Hawaii.
- Vora, D., Kostova, T. & Roth K. 2005. Antecedents of dual organizational identification among MNC subsidiary managers: An empirical test. *In Best Paper Proceedings of the Academy of Management Annual Meeting:U1-U6*.
- Vora, D., Kostova, T. & Roth K. Antecedents of dual organizational identification among MNC subsidiary managers: An empirical test. *Academy of Management Annual Meeting*, August 2005, Honolulu, Hawaii.
- Vora, D., Kostova, T. & Roth K. The effects of dual organizational identification on MNC subsidiary managers. *Academy of International Business Annual Meeting*, July 2005, Québec City, Canada.

Krasnikov, A. & Kostova, T. Liability or asset of foreignness: The evidence from transition economies. *Academy of International Business Annual Meeting*, July 2005, Québec City, Canada.

Invited Presentations

Kostova, T. State of the art on contextualizing international business research. Fellows Café. *Academy of International Business Annual Meeting*. July 1-4, 2017, Dubai, UAE.

Kostova, T., Organizational practices in Latin American firms: Institutional effects of family ownership and business group affiliation. *47th Research Conference*, EGADE, Tec de Monterrey, Monterrey, Mexico, January 24-27, 2017.

Kostova, T., Challenges in the global business environment. Export Leadership Academy, US Commercial Service, Columbia SC, March, 2017.

Kostova, T., New opportunities in international business and global strategy research. Keynote at *PhD Student Symposium*, EGADE, Tec de Monterrey, Monterrey, Mexico, October 2016.

Kostova, T., Contextual embeddedness in IB research: Critique and new directions. *Research Seminar*, EGADE, Tec de Monterrey, Monterrey, Mexico, October 2015.

Kostova, T. Institutional complexity in multinational enterprises. *Research Seminar Series in Management and International Business*, Chinese University of Hong Kong, Hong Kong, HK, July 2015.

Kostova, T. Institutional complexity and MNC management. *Research Seminar*, EGADE, Tec de Monterrey, Monterrey, Mexico, April 2015.

Kostova, T. Panelist and Keynote Presenter. *Research Workshop “New Institutionalism across Borders”*, Oct 30-31, 2014, Copenhagen Business School, Copenhagen, Denmark.

Kostova, T. New management for a new global business environment. *40th Anniversary of International Business Education at the Darla Moore School*, Oct 16-19, 2014, Columbia SC.

Kostova, T. Contextualizing MNC research: Dealing with cultural and institutional differences. *Research Seminar*. University of Hong Kong, Hong Kong, China, June 2013.

Kostova, T. Instructor, Contextual embeddedness of MNCs: Cultural and institutional differences. Ph.D. Seminar, Medici Summer School. Florence, Italy, June, 2013.

Kostova, T. Faculty Panelist, 1st Austrian Young Scholars Workshop “Organizations, people, and institutions in a global context”, Johannes Kepler University (JKU), Linz, Austria, April 2013.

Kostova, T. The institutional perspective in strategy research. Keynote presentation at *SMS Extension “Strategy and Institutions”*, Erasmus University, The Netherlands, October 6-8, 2012.

Kostova, T. Towards an institutional model of the multinational enterprise. *Research workshop*, *Erasmus University*, The Netherlands, March 9-11, 2011.

Kostova, T. Varieties of capitalism, the economic crisis, and global competitiveness. Keynote presentation at *Lang Mekra North America Global Supplier Day*, October 26, 2010.

- Kostova, T. Varieties of capitalism and the global economic crisis. *USC Alumni Meeting*, June 25, 2010, Rio de Janeiro, Brazil.
- Kostova, T. Institution building in transition countries: Role of business schools and universities. Presentation to a delegation of Iraqi academics visiting USA, May, 2010, *University of South Carolina*.
- Kostova, T. & Tenev, S. Varieties of capitalism and the impact of the global economic crisis on international business. Keynote Presentation, May 12-14, 2010, *International Conference "Global Crisis and Economic Development"*, University of Economics, Varna, Bulgaria.
- Kostova, T. Global competitiveness in the new business environment. Keynote speaker, *Moore School of Business Parents' Weekend*, October, 2009, Columbia, SC.
- Kostova, T. Institutional theory and international management research: Critique and new directions, *Baruch College*, September, 2009. New York.
- Kostova, T. International business in tough times, *ANPAD (Brazilian Academy of Management) annual meeting*, September, 2009, Sao Paulo, Brazil.
- Kostova, T. High impact research in MNCs: An example with institutional theory, *Chinese University of Hong Kong*, July 2009, Hong Kong, China.
- Kostova, T. Conducting high impact research in MNCs: An example with institutional theory, *Ohio State University*, March 2009, Columbus, OH.
- Kostova, T. Global business trends and firm competitiveness. Seminar for the business executives in Hong Kong, China. *Chinese University of Hong Kong*, July 2008, Hong Kong, China.
- Kostova, T. Institutional theory and the study of MNCs, *Vienna University of Economics and Business Administration*, Vienna, Austria, February 2008.
- Kostova, T. Keynote speaker, *IMBA Fellowship Program, Moore School of Business, University of South Carolina*, February 2008, Columbia, South Carolina.
- Kostova, T. Utilizing the MNC context for high impact IB research: An analysis and an example with institutional theory, *Helsinki School of Economics*, December 2007, Helsinki, Finland.
- Kostova, T. Management implications of the recent developments in the global business environment, *Foro De Negocios Guadalajara 2007*, EGADE, Tecnológico de Monterrey, November 2007, Guadalajara, Mexico.
- Kostova, T. Keynote speaker, *IMBA Fellowship Program, Moore School of Business, University of South Carolina*, February 2007, Columbia, South Carolina.
- Kostova, T. Utilizing the MNC context for high impact IB research: An analysis and an example with institutional theory, *Simon Fraser University*, October 2006, Vancouver, Canada.
- Kostova, T. Cultural challenges in international business, Keynote speaker, *Global Suppliers Day, Lang-Mekra*, North America, October 2006, Ridgeway, South Carolina.
- Kostova, T. Speaker, *IMBA showcase, Moore School of Business, University of South Carolina*, March 2006, Columbia, South Carolina.

- Kostova, T. The globalization process: Recent trends and implications for multinational corporations. Keynote speaker, *IMBA Fellowship Program, Moore School of Business, University of South Carolina*, February 2006, Columbia, South Carolina.
- Kostova, T. Doing high-impact research in international management. Invited speaker at the Northern Ph.D. Association, *European Academy of International Business Annual Meeting*, December 2005, Oslo, Norway.
- Kostova, T. Utilizing MNCs as research context: An organization theory perspective. Keynote speaker at a research conference, *Florida Atlantic University*, November 2005, Boca Raton, Florida.
- Kostova, T. Speaker at the *IMBA showcase, Moore School of Business, University of South Carolina*, October 2005, Columbia, South Carolina.
- Kostova, T. & Roth, K. Social capital and knowledge sharing in global R&D teams. *Carnegie Bosch Institute Research Conference*, September 2005, Stuttgart, Germany.
- Kostova, T. The Globalization process: Recent trends and implications for multinational corporations. Keynote speaker at the *IMBA Fellowship Program, Moore School of Business, University of South Carolina*, February 2005, Columbia, South Carolina.
- Kostova, T. The Globalization process: Recent trends and implications for multinational corporations. Keynote speaker at the *IMBA Fellowship Program, Moore School of Business, University of South Carolina*, February 2004, Columbia, South Carolina.
- Kostova, T. 2003. Recent trends in the global economy and implications for multinational corporations. Seminar for the China Executive MBA classes and business managers from Guangzhou, China. *School of Business, Zhongshan University*, December 2003, Guangzhou, China.
- Kostova, T. Investing in Central and Eastern Europe: Background, opportunities, and risks. Presented at the *University of Maryland University College Central and Eastern Europe Seminar* on “EU enlargement: Opportunities for American companies in Central and Eastern Europe,” November 2003, College Park, Maryland.
- Kostova, T. The globalization process: Recent trends and implications for multinational corporations. Presented at the *Moore School of Business Miami Area Alumni Global Program*, November 2003, Miami, Florida.
- Kostova, T. External and internal sources of competitive advantage of multinational corporations. Presented at a *Research Seminar, IESE*, May 2003, Barcelona, Spain,
- Kostova, T. Institutional environments and social capital: Conceptualization and effects in the context of multinational organizations. Presented at an *International Business Research Seminar, George Washington University*, December 2002, Washington D.C.
- Kostova, T. Social capital and knowledge sharing in the MNE: Lessons from three global companies. Invited presentation at the *University of South Carolina Global Business Forum*, November 1999, Columbia, South Carolina.
- Kostova, T. Limitations of the culture perspective in teaching international management: The Case of Transitional Economies. Invited paper presented at the *Masters Teachers Workshop in Cross-Cultural Management, UCLA*, June 1999, Los Angeles, California.

Professional Service

Editorial Boards

Guest Editor, Special Issues “Creating Value from Differences: Rethinking Distance, Diversity and Foreignness in Theory and Research in International Business”, *Journal of International Business Studies* 2014-2016 (With R. Tung and G. Stahl)

Consulting Editor, *Journal of International Business Studies* (since 2010, last renewed 2016)

Department Editor, Organization and Management, *Journal of International Business Studies* (2006-2007)

Special Departmental Editor, *Journal of International Business Studies* (2003)

Editorial Board, *Academy of Management Review* (since 2008; last renewed 2017)

Editorial Board, *Academy of Management Journal* (2007-2010)

Editorial Board, *Journal of International Business Studies* (since 1998)

Editorial Board, *Journal of World Business* (since 1999; last renewed 2018)

Editorial Board, *Multinational Business Review* (since 2001)

Editorial Board, *Journal of Asia-Pacific Business* (2005-2011)

Editorial Board, *Journal of Management Studies* (since 2005)

Senior Advisory Board, *Global Strategy Journal* (since 2014)

Editorial Board, *Journal Izvestija*, University of Economics, Varna, Bulgaria (since 2009)

Reviewing

Reviewer, *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *Strategic Management Journal*, *Journal of International Business Studies*, *Organization Science*, *Organization Studies*, *Journal of Organizational Behavior*, *Journal of International Management*, *Journal of Management Inquiry*, *Journal of Management Studies*

Reviewer, *Sage Publications*

Reviewer, *Research Grants Council*, Hong Kong Government

Reviewer, Canadian Research Council

Reviewer, annual meetings of the *Academy of Management*, International Management Division and Managerial and Organizational Cognition Division

Reviewer, annual meetings of the *Academy of International Business*

Academy of Management

Chair, Junior Faculty Consortium, International Management Division, *Academy of Management Annual Meeting*, August, 2019, Boston, MA.

Member, Professional Achievement Awards Committee, International Management Division, *Academy of Management Annual Meeting*, August 7-11, 2015, Vancouver, Canada.

Chair, Session “Strategy and Legitimacy”. *Academy of Management Annual Meeting*, August 2-5, 2014, Philadelphia Pennsylvania.

Organizer and Chair. Symposium “Institutional complexity and corporate governance: Advancing the research agenda”. *Academy of Management Annual Meeting*, August 2-5, 2014, Philadelphia Pennsylvania.

Faculty Panelist, Doctoral Student Consortium, International Management Division, *Academy of Management Annual Meeting*, August 8-13, 2013, Lake Buena Vista, Florida.

Faculty Panelist, Mid-Career Workshop: Success after Promotion, International Management Division, *Academy of Management Annual Meeting*, August 8-13, 2013, Lake Buena Vista, Florida.

Executive Committee, International Management Division, *Academy of Management* (2005-2010: five-year commitment).

Division Past Chair, International Management Division, *Academy of Management*, 2009-2010.

Division Chair, International Management Division, *Academy of Management*, 2008-2009.

Chair-Elect, International Management Division, *Academy of Management*, 2007-2008.

Faculty Panelist, Junior Faculty Consortium, International Management Division, *Academy of Management Annual Meeting*, August 6-11, 2010, Montreal, Canada.

Facilitator Roundtable Paper Session “Social capital, networks, and innovation in international business. *Academy of Management Annual Meeting*, August 6-11, 2010, Montreal, Canada.

Program Chair, International Management Division, *Academy of Management Annual Meeting*, August 2007, Philadelphia, Pennsylvania.

PDW Chair, International Management Division, *Academy of Management Annual Meeting*, August 2006, Atlanta, Georgia.

PDW Chair-Elect, International Management Division, *Academy of Management Annual Meeting*, August 2005, Honolulu, Hawaii.

Chair, International Management Division Paper Development Workshop, *Academy of Management Annual Meeting*, August 2005, Honolulu, Hawaii.

Discussant, Session “Expatriates and knowledge flows in MNCs”, *Academy of Management Annual Meeting*, August 2005, Honolulu, Hawaii.

Co-Chair, International Management Division Doctoral Student Consortium, *Academy of Management Annual Meeting*, August 2004, New Orleans, Louisiana.

Chair, International Management Division Doctoral Student Consortium, *Academy of Management Annual Meeting*, August 2003, Seattle, Washington.

Discussant, Session “Reach out: The role of social capital”, *Academy of Management Annual Meeting*, August 2003, Seattle, Washington.

Organizer, PDW “IM & RM: Workshop on hierarchical linear modeling”, *Academy of Management Annual Meeting*, August 1999, Chicago, Illinois.

Co-Chair, Symposium “Social capital and knowledge transfer in the multinational enterprise”, *Academy of Management Annual Meeting*, August 1999, Chicago, Illinois.

Discussant, Session “Conflict and negotiation management in multi-cultural firms”, *Academy of Management Annual Meeting*, August 1999, Chicago, Illinois.

Member, *Academy of Management* (since 1992)

Academy of International Business

Member, Professional Ethics Committee, *Academy of International Business* (since 2018)

Eminent Scholar Award Committee, *Academy of International Business Annual Meeting*, June 27-30, 2015. Bengaluru, India.

Chair, Midcareer Consortium, *Academy of International Business Annual Meeting*, June 23-26, 2014, Vancouver, Canada.

Chair, Session “How do firms tackle institutional complexity”, *Academy of International Business Annual Meeting*, June 23-26, 2014, Vancouver, Canada.

Organizer, Symposium “Distance in international business research: Moving beyond critique”, *Academy of International Business Annual Meeting*, June 23-26, 2014, Vancouver, Canada.

Distinguished Educator Award Committee, *Academy of International Business Annual Meeting*, June 23-26, 2014, Vancouver, Canada.

Eminent Scholar Award Committee, *Academy of International Business Annual Meeting*, July 2-5, 2013, Istanbul, Turkey.

Distinguished Educator Award Committee, *Academy of International Business Annual Meeting*, July 2-5, 2013, Istanbul, Turkey.

Program Chair, *Academy of International Business Annual Meeting*, June 25-29, 2010, Rio de Janeiro, Brazil.

Vice President, Programs, *Academy of International Business*, 2008-2010.

Organizing Committee, *AIB Frontiers Conference*, December, 2009. Charleston, SC.

Chair, Paper Development Workshop, *ANPAD (Brazilian Academy of Management) annual meeting*, September, 2009, Sao Paulo, Brazil (co-chaired with L. Eden)

Chair, Doctoral Student Consortium, *Academy of International Business Annual Meeting*, June 2009, San Diego, CA.

Chair, Fourth AIB/JIBS Paper Development Workshop, *Academy of International Business Annual Meeting*, June 2007, Indianapolis, Indiana.

Chair, Third AIB/JIBS Paper Development Workshop, *Academy of International Business Annual Meeting*, June 2006, Beijing, China.

Chair, Second AIB/JIBS Paper Development Workshop, *Academy of International Business Annual Meeting*, July 2005, Québec City, Canada.

Presenter, Junior Faculty Consortium and Doctoral Student Consortium, *Academy of International Business Annual Meeting*, July 2005, Québec City, Canada.

Chair, Inaugural AIB/JIBS Paper Development Workshop, *Academy of International Business Annual Meeting*, July 2004, Stockholm, Sweden.

Coordinator of the Paper Development Workshops of *Journal of International Business Studies* held at the annual meetings of Academy of International Business (since 2004)

Chair, Symposium “Central and Eastern Europe: Opportunities and challenges of EU accession”. *Academy of International Business Annual Meeting*, July 2004, Stockholm, Sweden.

Track Chair, *Academy of International Business Annual Meeting*, July, 2003 Monterey, CA.

Chair, Junior Faculty Consortium, *Academy of International Business Annual Meeting*, July, 2003, Monterey, CA.

Discussant, Panel “Corporate governance from a comparative perspective”, *Academy of International Business Annual Meeting*, July 2003, Monterey, CA.

Discussant, Panel “The liability and benefit of foreignness”, *Academy of International Business Annual Meeting*, July 2003, Monterey, CA.

Chair, Session “Survival, innovation, and competitiveness through exploration of social context”, *Academy of International Business Annual Meeting*, July 2003, Monterey, CA.

Discussant, Workshop, “Internationalization and market reform in transition economies”, *Academy of International Business Annual Meeting*, July 2002, San Juan, Puerto Rico.

Chair, Session, “Corporate governance: Comparative and cross-border perspective”, *Academy of International Business Annual Meeting*, July 2002, San Juan, Puerto Rico.

Discussant, Session “National and organizational culture”, *Academy of International Business Annual Meeting*, November 2001, Sydney, Australia.

Discussant, Panel “JIBS Decade Award”, *Academy of International Business Annual Meeting*, November 2001, Sydney, Australia.

Discussant, Workshop “Current issues in international OB/HRM”, *Academy of International Business Annual Meeting*, November 1999, Charleston, South Carolina.

Co-Chair, Panel “Locational Factors and the transformation of global value-added: A discussion and debate”, *Academy of International Business Annual Meeting*, October 1998, Vienna, Austria.

Faculty Leader, Doctoral Consortium, *Academy of International Business Annual Meeting*, October 1998, Vienna, Austria.

Other Professional Affiliations and Service

External Evaluator, Global Executive MBA Program, Hong Kong University, London Business School, and Columbia University (since 2018).

Member, Supervisory Board, Erasmus Research Institute of Management (ERIM), Erasmus University, Rotterdam, Netherlands, 2016-2018.

Evaluator, National Fulbright Peer Review Committee, Council for International Exchange of Scholars, 2012-2014, Washington, D.C.

Evaluator, International Peer Review Committee, Erasmus Research Institute of Management (ERIM), Erasmus University, Rotterdam, Netherlands, 2013-2015.

Member, International Supervisory Board, Erasmus Research Institute of Management, Erasmus University, Rotterdam, Netherlands, 2013- 2015.

External Evaluator, Institute for International Business, WU – Vienna University of Economics and Business Administration, November, 2012.

Track Chair “Institutional Transitions and Business Strategy”, *Strategic Management Society* Annual Meeting, October, 2012, Prague, Czech Republic.

Organizer, Special Session “Lifetime Achievement Award” presented to Carlos Ghosn, *Strategic Management Society* Annual Meeting, October, 2012, Prague, Czech Republic.

Member, *Strategic Management Society*

ION (International Organization Network):

- Founding Member, *ION* (group for cross-cultural studies)
- Chair, Host, and Organizer, *ION (International Organization Network) Annual Meeting*, February 2006, Charleston, South Carolina (sponsored by USC CIBER).
- Chair, Host, and Organizer, *ION (International Organization Network)* international conference “Bridging Academic Research and Global Business Practice” (sponsored by USC CIBER), August 2002, Charleston, South Carolina.

External Evaluator Promotion, XXX, University of Minnesota

External Evaluator University-wide Chair, XXX, Villanova University

External Evaluator Promotion, XXX, University of Hong Kong

External Evaluator Tenure and Promotion, XXX, Northeastern University

External Evaluator Tenure and Promotion (Endowed Chair), XXX, Northeastern University

External Evaluator Tenure and Promotion (Endowed Chair), XXX, Bocconi University, Italy

External Evaluator Tenure and Promotion, XXX, Temple University

External Evaluator Tenure and Promotion, XXX, University of Illinois

External Evaluator Tenure and Promotion, XXX, University of Texas, San Antonio

External Evaluator Tenure and Promotion, XXX, Erasmus University, Netherlands

External Evaluator Tenure and Promotion, XXX, Simon Frasier University, Canada

External Evaluator Tenure and Promotion, XXX, Northeastern University

External Evaluator Tenure and Promotion, XXX, Alto University, Finland

External Evaluator Tenure and Promotion, XXX, INSEAD, France

External Evaluator Tenure and Promotion, XXX, University of Hong Kong

External Evaluator Tenure and Promotion, XXX, University of Hartford

External Evaluator Tenure and Promotion, XXX, University of Maine

University of South Carolina (only recent years listed)

Member, USC Carolina Distinguished Professor Evaluation Committee (since 2018)
Member, Endowed Chairs and Fellows Committee, Darla Moore School of Business (since 2018)
Member, USC Dean Evaluation Committee (2017)
Member, USC Visiting Scholar Committee (since 2014)
Academic Director, EIMBA and GMBA Programs (since 2013)
Chair, Online MBA Exploratory Committee (2012-2013)
Member, Dean Search Committee (2012-2013)
Member, Faculty Advisory Council (2012-2015)
Co-Chair, SMS Extension “Comparative corporate governance and global strategy”, Charleston, SC, September 2013.
Co-Chair, Inaugural Annual Conference IB Frontiers Research, “Institutions and MNCs”, Charleston, SC, September 2014.
Member, Faculty Search Committee, IB Department.
Chair, Graduate Programs Faculty Committee (2008-2011) (appointed)
Member, College Tenure and Promotion Committee (2008-2011) (elected)
Member, Global Awareness and Multicultural Understanding Taskforce, General Education Committee, USC (2007).
Member, Strategic Planning Committee, Moore School of Business, USC (2006-2007).
Chair, Research and Ph.D. Education task force, Strategic Planning Committee, Moore School of Business, USC (2006-2007).
Instructor, International Management seminar, *Faculty Development in International Business Program*, Shenyang, China, August 19-24, 2013.
Instructor, International Management seminar, *Faculty Development in International Business Program*, Moore School of Business, USC (annually since 1997).
Coordinator, *Faculty Development in International Business Program*, Moore School of Business, USC, June 2014.
Organizer and Co-Director, *First Faculty Development in International Business Program, Central and Eastern Europe*, Moore School of Business, USC, May 2003.
Ph.D. Program Director, Sonoco International Business Department (2005-2011)
Ph.D. Executive Committee, Moore School of Business, USC (2005-2011).
PMBA/EIMBA Executive Committee, Moore School of Business, USC (2002-2008).
IB Undergraduate Committee, Moore School of Business, USC (2006-2010).
Fulbright Evaluation Committee, USC (2004-2006).

Doctoral Student Supervision, USC (only chairing listed) and select others

Chair, Dissertation Committee, Sabrina Saleh (dissertation defended, 2018)

Chair, Dissertation Committee, Ettore Spadafora (dissertation defended 2017, placed at Rochester Institute of Technology)

Chair, Dissertation Committee, Alexandro Perri (dissertation defended 2017, placed at Rutgers University, now Winthrop University)

Co-Chair, Dissertation Committee, Patricio Duran (dissertation defended 2015, placed at Adolfo Ibanez University, Santiago, Chile; Winner of IMD Best Dissertation Award)

Chair, Dissertation Committee, Kurt Norder (dissertation defended 2013, placed at University of Delaware)

Chair, Dissertation Committee, Valentina Marano (dissertation defended 2013, placed at Northeastern University)

Co-Chair, Dissertation Committee, Anne Hoenen, WU (dissertation defended 2013, placed at WU, Vienna, Austria)

Chair, Dissertation Committee, Arpita Joardar, “Group acceptance of foreign newcomer: A liability of foreignness perspective” (defended 2005, placed at Texas Pan-American University, currently at Clark University, MA).

Chair, Dissertation Committee, Sigrid Westphal, “Violations of status-relevant communication expectancies and the effectiveness of cross-cultural teams” (dissertation defended 2004, placed at University of Texas El Paso, TX).

Chair, Dissertation Committee, Davina Vora, “Dual organizational identification: The case of subsidiary managers in multinational corporations” (dissertation defended 2003, placed at University of Texas Dallas; currently at SUNY, New Paltz, NY).

External Dissertation Committee Member, Róisín Donnelly, Bentley University, MA (dissertation defended April 2017, placed at Tilburg University, Netherlands)

Chair, Dissertation Committee, Chei Hwee Chua (proposal defended, collecting data, placed at University of Miami)

Chair, Dissertation Committee, Nina Kondratenko (working on proposal)

Other Student Research Supervision

Chair, Honors Thesis, Stephanie Bedard, “The globalization of the Turkish economy”, Defended November, 2011, SC Honors College, USC

Faculty Mentor, Gamble Ouzts, Carolina Scholar, SC Honors College, USC (since 2012)

Supervisor, Magellan Research Grant “Global Exposure through Trade and Investment and Adoption of CSR Practices by Multinational Corporations”, Andrew Kovtun, McNair Scholar, 2011-2013, SC Honors College, USC

Faculty Mentor, Andrew Kovtun, McNair Scholar, SC Honors College, USC (since 2011)

Faculty Supervisor for Masters Theses for 7 CEMS students, WU, Europe (2012 - 2013)

Opponent and President of the Dissertation Defense Committee, Anne Jacqueminet, HEC, June 2015, Paris, France.

External Member, Doctoral Dissertation Committee, Marc van Essen, “An Institution-Based View of Ownership”, Rotterdam School of Management, Erasmus University, March 2011, Rotterdam, Netherlands.

Pre-examiner, Doctoral dissertation, Tiina Ritvala, "Actors and institutions in the emergence of a new field: A study of cholesterol-lowering functional foods markets", Helsinki School of Economics, December 2007, Helsinki, Finland.

First opponent, Dissertation defense, John Erland Bonde Lervik, "Managing matters: Transferring organizational practices within multinational companies", Norwegian School of Management, December 2005, Oslo, Norway.

Member, Dissertation Committee, Daniel Rottig, "Institutional effects on international acquisition performance and the strategic value of external and internal social capital", Florida Atlantic University (2008).