

Feng Helen Liang

Associate Professor of Management

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Department of Management

Gordon Ford College of Business

Western Kentucky University

1906 College Heights Blvd

Bowling Green, KY 42101-1058

EDUCATION

Year	Degree	Major	Institution
2006	Ph.D.	Business Administration	Haas School of Business, University of California, Berkeley
2000	M.A.	Economics	Peking University, Beijing, China
1997	B.A.	Economics	Dalian University of Technology, Dalian, China

PROFESSIONAL EXPERIENCE

Begin/End	Position	Organization	Location
2019 – Present	Associate Professor	Western Kentucky University	Bowling Green, KY
2013 – 2019	Assistant Professor	Western Kentucky University	Bowling Green, KY
2008 – 2012	Assistant Professor	Rutgers Business School	Newark, NJ
2006 – 2008	Post-doctoral Research Fellow	University of California, Berkeley	Berkeley, CA
2000 – 2006	Research Assistant	University of California, Berkeley	Berkeley, CA

RESEARCH FIELDS

Technology management and innovation, international business, multinational firm strategy, corporate governance and social responsibility, social intelligence and creativity

PUBLICATIONS and WORKING PAPERS

Peer Reviewed Journal Articles

Liu, J., Chen, Y., & **Liang, F.** (2023). The Effects of Digital Economy on Breakthrough Innovations: Evidence from Chinese Listed Companies. *Technological Forecasting and Social Change*, 196, 122866, <https://doi.org/10.1016/j.techfore.2023.122866>

Kim, Y., & **Liang, F.** (2023). The Effect of CEO Prominence on Cross-Border Acquisitions: An International Entrepreneurship Approach. *Journal of Business Research*, 163, <https://doi.org/10.1016/j.jbusres.2023.113950>

Chen, Y., Ping, L., & **Liang, F.** (2023). Industry Reputation Crisis and Firm Certification: A Coevolution Perspective. *Journal of Business Ethics*, in press, <https://doi.org/10.1007/s10551-023-05438-5>

- Distinguished Paper Award, STR Division, Academy of Management Annual Meeting, 2020
- *Academy of Management Annual Meeting Proceedings*, 2020
<https://doi.org/10.5465/AMBPP.2020.136>

Chen, Y., Liu, J., & **Liang, F.** (2022). Environmental Self-regulation and Firm Survival: Evidence from China. *Journal of Cleaner Production*, 355, <https://doi.org/10.1016/j.jclepro.2022.131795>

- *Academy of Management Annual Meeting Proceedings*, 2022
<https://doi.org/10.5465/AMBPP.2022.10755abstract>

Yu, Q., Chen, Y., & **Liang, F.** (2021). Housing Market Speculation and Firm Productivity: Evidence from China. *China & World Economy*, 29(5), 148-174. <https://doi.org/10.1111/cwe.12384>

Rahim, M. A., Civelek, I., & **Liang, F.** (2018). A Process Model of Social Intelligence and Problem Solving Style for Conflict Management. *International Journal of Conflict Management*, 29(4), 487-499.
<https://doi.org/10.1108/IJCM-06-2017-0055>

Liang, F. (2017). Does Foreign Direct Investment Improve the Productivity of Domestic Firms? Technology Spillovers, Industry Linkages, and Firm Capabilities. *Research Policy*, 46(1), 138-159.
<http://dx.doi.org/10.1016/j.respol.2016.08.007>

Liang, F. (2016). Should Firms Look to an Insider or an Outsider When Hiring a New CEO? Evidence from China. *Journal of Asia-Pacific Business*, 17(2), 103-129. <https://doi.org/10.1080/10599231.2016.1166020>

Rahim, M. A., Civelek, I., & **Liang, F.** (2016). A Model of Leaders' Social Intelligence and Followers' Satisfaction with Annual Evaluation. *Current Topics in Management*, 18, 1-16.

Rahim, M. A., Civelek, I., & **Liang, F.** (2015). A Model of Department Chairs' Social Intelligence and Faculty Members' Turnover Intention. *Intelligence*, 53, 65-71. <https://doi.org/10.1016/j.intell.2015.09.001>

Rahim, M. A., Civelek, I., & **Liang, F.** (2015). Department Chairs as Leaders: A Model of Social Intelligence and Creative Performance in a State University. *Business Creativity & the Creative Economy*, 1(1), 52-60.
<http://dx.doi.org/10.18536/bcce.2015.07.1.1.07>

Liang, F. (2014). Does Foreign Direct Investment Harm the Host Country's Environment? Evidence from China. *Current Topics in Management*, 17, 105-122.

Manuscripts under Review

Chen, Y., Cao, T., & **Liang, F.** Environmental Information Disclosure, Legitimacy Pressure, and Green Total Factor Productivity: Evidence from China's Heavy Polluting Firms. Submitted to *Business Strategy and the Environment*.

Chesbrough, H. & **Liang, F.** Return to R&D Investment and Spillovers in the Chinese Semiconductor Industry: A Tale of Two Segments, second round revise and resubmit, *International Journal of Innovation Management*.

Projects in Progress

Chen, Y., Ge, W., & **Liang, F.** Outward Foreign Direct Investment and Corporate Philanthropy: Evidence from Chinese Public Companies. Data analysis and writing stage. Targeted for *Journal of International Business Studies (JIBS)*.

Liang, F. ESG, Import Competition, and Firm Performance. Data analysis and writing stage. Targeted for *Journal of International Business Studies (JIBS)*.

Chen, Y., Cao, T., & **Liang, F.** Information Asymmetry, Agglomeration, and Firm Environmental Performance. Data analysis and writing stage. Targeted for *Journal of Environmental Management*.

Chen, Y., Ping, L., & **Liang, F.**, Good Apple and Lemon Market: the Entry of Brand-name Store and the Quality Improvement of Third-party Sellers. Data analysis and writing stage.

Rahim, M. A., Chan, K., **Liang, F.**, & Civelek, I. Leaders' Social Intelligence and Team Creativity: Evidence from a Public University. Data analysis and writing stage.

Liang, F. Technology, Savings, and Entrepreneurship. Data analysis and writing stage. Targeted for *Research Policy*.

Liang, F. Location Choice of Multinational Enterprises, Technological Gap, and Institutional Environment. Data analysis stage. Targeted for *Journal of International Business Studies*.

Liang, F. Exporting, Financial Constraint, and Learning Capabilities. Data analysis stage. Anticipated completion: Targeted for *Journal of International Business Studies*.

Conference Proceedings and Presentations

Full Paper

Liang, F. & Xu, D. (2012). Knowledge Network and Innovation Activities by MNC Subsidiaries: The Effects of Internal and External Knowledge Resources. *Advances in Technology and Innovation Management*, 1, 28-37, IEEE, Santa Clara, CA.

Short Paper

Chen, Y., Ping, L. & **Liang, F.** (2020). Race to the Top: Collective Reputation Crisis and Firm Certification Behavior. Academy of Management, Vancouver/virtual.

- Distinguished Paper Award, Strategic Management Division
- *Academy of Management Annual Meeting Proceedings*, Vol. 2020 (1), 781-786.
<https://journals.aom.org/doi/abs/10.5465/AMBPP.2020.136>

Abstracts

Chen, Y., Cao, T., & **Liang, F.** (2023). Environmental Information Disclosure, Legitimacy Pressure, and Green Total Factor Productivity: Evidence from China's Heavy Polluting Firms. *Academy of Management Proceedings*. Vol. 2023 (1), <https://doi.org/10.5465/AMPROC.2023.14664abstract>

Chen, Y., Liu, J., & **Liang, F.** (2022). Environmental Self-regulation and Firm Survival: Evidence from China. *Academy of Management Proceedings*. Vol. 2022 (1), <https://doi.org/10.5465/AMBPP.2022.10755abstract>

Liang, F. & Xu, D. (2019). Knowledge Resources and Market Focus. *Proceedings of the 26th Annual Conference of the International Association for Applied Management*, 26, 23.

Liang, F. (2018). Foreign Direct Investment, Technology Spillovers, and Air Pollution. *Proceedings of the 25th Annual Conference of the International Association for Applied Management*, 25, 51.

Liang, F. (2017). Market Orientation and Return to R&D Investment: Evidence from the Chinese Semiconductor Industry. *Proceedings of the Joint Conference of the 24th Annual International Conference on Advances in Management & the Tenth Annual International Conference on Social Intelligence*, 24, 53-54.

Liang, F. (2016). Technology, Savings, and Entrepreneurship. *Proceedings of the Joint Conference of the 23rd Annual International Conference on Advances in Management & the Ninth Annual International Conference on Social Intelligence*, 23, 94-96.

Liang, F. (2015). Who Is Afraid of Copycats? Location Choice of Multinational Enterprises, Technological Gap, and Institutional Environment. *Proceedings of the Joint Conference of the 22nd Annual International Conference on Advances in Management & the Eighth Annual International Conference on Social Intelligence*, 22, 93-95.

Liang, F. (2014). Exporting, Financial Constraint, and Learning Capabilities. *Proceedings of the Joint Conference of the 21st Annual International Conference on Advances in Management & the Seventh Annual International Conference on Social Intelligence*, 21, 88-89.

Presentation of Refereed Papers

Chen, Y., Cao, T., & **Liang, F.** (2023). Environmental Information Disclosure, Legitimacy Pressure, and Green Total Factor Productivity: Evidence from China's Heavy Polluting Firms. Academy of Management, Boston.

Chen, Y., Liu, J., & **Liang, F.** (2022). Environmental Self-regulation and Firm Survival: Evidence from China. Academy of Management, Seattle/virtual.

Chen, Y., Ge, W. & **Liang, F.** (2021). Outward Foreign Direct Investment and Corporate Philanthropy: Evidence from Chinese Private Enterprises. Academy of International Business, Miami/virtual.

Chen, Y., Ping, L. & **Liang, F.** (2020). Race to the Top: Collective Reputation Crisis and Firm Certification Behavior. Academy of Management, Vancouver/virtual.

Chesbrough, H. & **Liang, F.** (2019). Market Orientation and Return to R&D Investment: Evidence from the Chinese Semiconductor Industry. *Innovation and Intellectual Property Conference*, UPenn Wharton Beijing Center, June 28, 2019, Beijing, China.

Rahim, M. A., Civelek, I., & **Liang, F.** (2017). How Social Intelligence Influences the Use of Problem Solving Style for Managing Conflict? The annual conference of the *International Association for Conflict Management*, Berlin, Germany.

Rahim, M. A., Civelek, I., & **Liang, F.** (2016). Department Chairs' Social Intelligence and Faculty Members' Satisfaction with Evaluation of Teaching and Research. Academy of Management, Anaheim, CA.

Chesbrough, H. & **Liang, F.** (2008). Return to R&D Investment and Spillovers in the Chinese Semiconductor Industry. MIT Sloan Industry Studies Conferences, Boston.

Liang, F. (2007). FDI and the Productivities of Domestic Firms: Technology Spillovers within and between Industries. Academy of Management, Philadelphia.

Liang, F. (2006). Should Firms Look to an Insider or an Outsider When Hiring a New CEO? Evidence from China. Academy of Management, Atlanta.

Liang, F. (2005). Does Foreign Direct Investment Harm the Host Country's Environment? Evidence from Coastal and Interior China. Academy of Management, Honolulu.

Presentation of Non-Refereed Papers

Liang, F. (2005). Productivity Consequence of External CEO Succession. Innovation Seminar, UC Berkeley.

Liang, F. (2005). CEO Turnover and Productivity Improvement. CCC Doctor Consortium, Berkeley.

TEACHING

Classes taught at Western Kentucky University (2013–present)

International Business (MGT303, undergrad, Face-to-face and online, Spring 2014–2016, Fall 2016–2023)

International Management (MGT316, undergrad, Face-to-face, Fall 2013, 2015)

Strategic & Policy (MGT498, undergrad, Face-to-face and online, Fall&Spring 2013–2023, Winter&Summer 2017–2023)

Strategic Business Concepts and Applications (BA590, MBA, online and face-to-face, Spring 2019, 2021–2022, Fall 2014–2016, 2020–2023, Summer 2017–2020)

Classes taught at Rutgers University (2008–2012)

International Business (undergrad, Face-to-face, Fall 2008–Spring 2012)

International Business Environment (MBA, Face-to-face, Spring 2009)

Classes taught at University of California, Berkeley as teaching assistant (2002–2006)

International Business (undergrad)

Institutional Environment of Business (undergrad)

Student Advising and Mentorship

- Supervising undergraduate student honor augmentation projects (Spring 2014, Spring 2015, Spring 2016, Spring 2017, Fall 2018, Spring 2019, Fall 2019, Spring 2021, Spring 2023)
- Serving as reader/committee member for undergraduate student honor thesis (Spring 2015, Spring 2016)
- Ad hoc advising undergraduates on job market and graduate school application, guest speaker for student groups (2013–present)
- Invited as the outside examiner of PhD thesis, Western Sydney University, Australia, June 2020

SERVICES

University, College, and Departmental Service

Committee Membership at WKU

- Assurance of Learning committee, Gordon Ford College of Business (Spring 2020–present)
- Search committees for new faculty, Management Department, GFCB (Fall 2014, Spring 2015, Fall 2015, Spring & Fall 2018, Fall 2019, Fall 2020, Spring 2023)
- Graduate committee, GFCB (Fall 2015–present)
- Graduate council, WKU (Fall 2019–Spring 2021)
- Graduate curriculum committee, WKU (Fall 2019–Spring 2021)
- Sabbatical committee, GFCB (Fall 2022, Fall 2023)
- Diversity committee, GFCB (Spring 2017)
- MBA committee, GFCB (Fall 2017–present)
- University senate, WKU (Aug 2015–May 2017)
- Academic Quality committee, WKU (Aug 2015–May 2017)
- Scholarship committee, GFCB (Spring 2015–Spring 2018)

Other Services within WKU

- Undergraduate WKU Fair (Head for the Hill) (2013–2022)
- WKU Major/minor Fair (2014–2023)
- WKU Homecoming Event (2013–2019)
- WKU Focus Event (April 2015)
- MASTER PLAN program for freshman students (Aug 2018, 2019)
- GFCB Day Event for high school students (2018, 2019, 2020, 2021)
- IB major/minor curriculum development (2015–present)
- Gateways for Growth program, WKU (Sept 2019)

Professional Services and Academic Affiliations

- Served as conference track chair at Academy of Management 2008, IEEE conference 2011, IAAM conferences 2014–2023
- Co-editing Conference Proceedings
 - **Liang, F.** (Eds.) (2018–2023). *Proceedings of the Annual Conference of the International Association for Applied Management (IAAM)*, 25–29, Center for Advanced Studies in Management, Bowling Green, KY.
 - **Liang, F. & Rahim, M.** (Eds.) (2014–2017). *Proceedings of the Joint Conference of the 24th Annual International Conference on Advances in Management & the Tenth Annual International Conference on Social Intelligence (ICAM)*, 21–24, Center for Advanced Studies in Management, Bowling Green, KY.
- Review for conferences and journals
 - Conferences: Academy of International Business, Academy of Management Conferences (AOM), International Conference on Advances in Management (ICAM) (2014–2017), International Association for Applied Management (IAAM) (2018–2023), International Association for Conflict Management (IACM) conference (2017)
 - Journals: Research Policy (2012–2019, 2021, 2022), International Business Review (2022), Journal of Cleaner Production (2023), Canadian Journal of Agricultural Economics (2022), International Journal of Innovation Management (2015, 2017, 2018, 2020, 2021, 2023), Industrial and Corporate Change (2021), Food Policy (2022, 2023), IEEE Transactions on Engineering Management (2012, 2016, 2017, 2018, 2020, 2021, 2023), Environmental Science and Pollution Research (2016, 2018, 2021), Journal of Business Ethics (2020), International Journal of Environmental Engineering (2020), International Journal of Organizational Analysis (2021), International Journal of Conflict Management (2019, 2020, 2021), Applied Economics (2019), Journal of Management Development (2019, 2020), Eurasian Economic Review (2019), Small Business Economics (2018), Structural Change and Economic Dynamics (2018, 2021, 2022), International Review of Applied Economics (2018), Journal of International Business Studies (2014), Current Topics in Management (2013–2017), Applied Management Journal (2018), Journal of Asia-Pacific Business (2014), Resource and Energy Economics (2013), Journal of Economic Behavior & Organization (2012), Environment and Planning, Journal of International Management (2012), Asian Business & Management (2016), Emerging Markets Finance and Trade (2017)
- Member of Academy of International Business, Academy of Management

PROFESSIONAL DEVELOPMENT

Workshops Attended on Research Projects, Research Method, Data Base, Software, and Grant Application (13 since July 2022)

- June 2022, Academy of Management #STRongerTogether Virtual Symposium, Do We Need a New Theory of the 'International' Firm? With Professors Barney and Teece, versus Buckley and Verbeke
- May 2022, AIB Insights Webinar, Managing Sustainable Development In International Business: Challenges & Insights
- April 2022, Academy of Management #STRongerTogether Virtual Symposium, The Past and Future of Global Strategy
- Mar 2022, AOM IM division research webinar, Digital Technology and International Entry Modes: New Trends, Databases and Research Areas
- Mar 2022, Academy of Management #STRongerTogether Virtual Symposium, Theory-Empirics Fit in Strategy Research, With Drs. Maggie Zhou, David Tan, and Gurneeta Singh
- Mar 2022, AOM IM division research webinar, Multi-Stakeholder Approaches to Good Governance, By Peter Eigen from Transparency International
- Feb 2022, Academy of Management #STRongerTogether Virtual Symposium, When Do Market Versus Non-Market Strategies Help Firms? With Drs. Helena Barnard, Jonathan Doh, Elizabeth Maitland, Christos Pitelis
- Oct 2021, Academy of International Business Research Seminar, How Do MNEs Engage with Policies Aimed at Promoting Green Energy?
- Oct 2021, International Association for Chinese Management Research (IACMR) research webinar, Do Investors Prefer Democratic or Republican CEOs? A Systematic Study of Shareholder Reactions to New CEO's Political Ideologies, with Dr. David Zhu, Arizona State University
- Oct 2021, International Trade Centre (ITC) and the German Development Institute/ Deutsches Institut für Entwicklungspolitik (DIE), Increasing the Development Impact of FDI: Creating Linkages between Foreign Investors and the Local Economy in Light of the Covid-19 Pandemic
- Oct 2021, Academy of International Business Research Seminar, How Can MNEs from Emerging Economies Catch Up to Compete in Advanced Economies?
- July 2021, Georgia State University (GSU) CIBER research seminar, Enhancing Your Academic Writing: A Conversation with Seasoned Scholars
- July 2021, WKU Center for Innovative Teaching & Learning (CITL), How to Prepare Electronic and Dynamic Continuance and Tenure Package
- July 2021, Academy of International Business (AIB) Research method clinic, Nested and Conditional Logits and Probit Model, with Dr. Stewart Miller, University of Texas at San Antonio
- June 2021, Academy of International Business (AIB) Research Method master class, Identification Issues in IB Empirical Research, with Drs. Joel Waldfogel and Myles Shaver
- June 2021, International Association for Chinese Management Research (IACMR) Research Seminar, A Resource-Based Theory of Hyper-Specialization and Hyper-Scaling in Digital Firms, with Dr. Brian Wu, University of Michigan
- June 2021, GSU CIBER research seminar, The Role of Technology Advancement in Transforming MNE Partnership & Performance, with Ilya Cuypers (Singapore Management University), Qian (Cecilia) Gu (Georgia State University), Yong Li (University of Nevada)
- May 2021, GSU CIBER research seminar, The Future of IB Research and Reflections on Building Rewarding Academic Careers, with Drs. Jagdish N. Sheth, Emory University, Constantine S. Katsikeas, University of Leeds, Saeed Samiee, University of Tulsa, and S. Tamer Cavusgil, Georgia State University
- May 2021, Academy of Management, IM Division's Eminent Scholar Webinar, Revitalizing the Eclectic Paradigm for the Analysis of International Production in an Ever Evolving World, with Professor John Cantwell, Rutgers University

- April 2021, International Association for Chinese Management Research (IACMR) Research Seminar, Patents as Pipes and Prisms: Opportunities for Strategic Management Research, with Dr. Tony Tong, University of Colorado
- April 2021, Academy of International Business research webinar, Corporate Sustainability in Global Supply Chains: Practitioner and Academic Insights, with Drs. Jonathan Doh, Klaus Meyer, Rob Klassen, Juliane Reinecke
- Feb 2021, Academy of International Business research webinar, MNEs' Contributions to Social Sustainability, with Drs. Ans Kolk, Rajneesh Narula, Anthony Goerzen, Jonathan Doh, and Klaus Meyer
- Nov 2020, GSU CIBER research seminar, Theory driven hypothesis development, with Dr. Seyda Deligonul, St. John University, and Dr. Leigh Anne Liu, GSU
- Nov 2020, GSU CIBER research seminar, Changing Nature of Emerging Markets, with Dr. Pervez Ghauri, University of Birmingham, Dr. S. Tamer Cavusgil, and Dr. Leigh Anne Liu
- Nov 2020, GSU CIBER research seminar, Publishing in International Business: Guidance from Experienced Journal Editors, with Dr. Constantine S. Katsikeas, Dr. Saeed Samiee, and Dr. S. Tamer Cavusgil
- Nov 2020, Academy of International Business Eminent Scholar Webinar, Entrepreneurship in the new science & technology context, with Professor Tarun Khanna, Harvard Business School
- Oct 2020, Academy of Management, IM Division Research Webinar, Editors' Panel: Data in International Business Research – Sources, Validation and Transparency, with Brian Connelly (Auburn University) – Journal of Management, Editor-in-Chief, Ilya Cuyper (Singapore Management University) – Academy of Management Journal, Associate Editor, Aseem Kaul (University of Minnesota) – Strategic Management Journal, Associate Editor, Klaus Meyer (Western University) – Journal of International Business Studies, Area Editor
- Sept 2020, Academy of International Business (AIB), JIBS-JIBP research webinar: MNEs' Social and Environmental Practices
- Sept 2020, Georgia State University (GSU), Center for International Business Education and Research (CIBER), Research webinar, Future Research Directions in International Marketing, with Prof. Kelly Hewett and S. Tamer Cavusgil
- July 2020, GSU CIBER, Research webinar, Research methods in IB/IM
- June 2020, GSU CIBER, Research webinar, Meta-Analysis in IB Research
- June 2020, GSU CIBER, Research webinar, China Belt and Road Initiative
- June 2020, GSU CIBER, Research webinar, International Business in Times of Pandemic: The Case of Brazil
- May 2020, GSU CIBER, Research webinar, China's Economy and Business Environment Post COVID-19
- Sept 2018, Using S&P CapIQ Research Data Base, GFCB, WKU
- Aug 2018, Webinar Workshop, “Spatial Database Design and Analysis Based on Ecological Approaches”, hosted by China Data Center, University of Michigan, Ann Arbor
- Oct 2017, Webinar Workshop, “Recent Developments and Unique Features of China Data Online”, China Data Center, University of Michigan, Ann Arbor
- Aug 2017, Webinar Workshop, “Understanding the Spatial Dynamics of Population and Business with County-level Data”, hosted by China Data Center, University of Michigan, Ann Arbor
- April 2017, Webinar Workshop, “China’s regional data on foreign investment, infrastructure, and environmental protection”, hosted by China Data Center, University of Michigan, Ann Arbor
- Oct 2016, Webinar Workshop “China’s regional data on investment, environment, and health care”, hosted by China Data Center, University of Michigan, Ann Arbor
- June-July 2016, Auditing research method class, EDFN744-A50 (Su16): Advanced research methods: PSM and R Class, WKU
- April 2016, Stata workshop on SEM (Structure equation model), GFCB, WKU
- Jan 2016 IBM Watson Analytics workshop, GFCB, WKU
- May 2015, Stata workshop, GFCB, WKU

- Jan 20-22, 2015, SAS workshop, GFCB, WKU
- April 2014, NSF funding opportunities and procedures, Office of Research & Creative Activity, WKU
- Mar 2014, External grant workshop, Office of Research & Creative Activity, WKU
- Feb 2014, PIVOT research funding workshop, Office of Research & Creative Activity, WKU
- Sept 2013, Search for external grant, Office of Research & Creative Activity, WKU

Workshops and Conferences Attended on Teaching

(4 since July 2021)

- **Mar 2022**, AOM IM division teaching webinar, Strategies for Teaching Digital Strategy in International Business, With Prof. Sali Li and Vinod Jain
- Jan 2022, Harvard Business School Teaching webinar, Giving Students Real-World Experience through Simulations: Road-Tested Lessons and Advice, With Dr. Lilian Ajayi-Ore, Columbia University
- Oct 2021, Harvard Business School Teaching webinar, Normal Isn't Coming Back. What Can Educators and Students Do to Adapt in Our Ever-Changing Learning Environment? With Prof. Michellana Y. Jester, MIT
- Oct 2021, WKU Management Department, teaching seminar, With Drs. Dana Cosby and Gihan Edirisinghe
- May 2021, WKU CITL MBA faculty workshop
- Feb 2021, Academy of International Business Teaching Interest Group and GSU CIBER, Pedagogy webinar, Tools and Innovative Teaching Formats in Sustainability Education, with Dr. Marina Schmitz, CBS International Business School, Germany
- Feb 2021, AOM IM division teaching webinar, Secrets to Successfully Teaching International Business Virtually, with Carl Fey, Aalto U. School of Business, Stephane Girod, IMD, Michael Witt, INSEAD, and Howard Yu, IMD.
- Oct 2020, WKU Center for Innovative Teaching and Learning (CITL), Keeping it after COVID – lessons learned that we might apply post-pandemic, with John Conley, Aquesha Daniels, and Natalie Mountjoy
- July 2020, Harvard Business School teaching webinar, Power and Responsibility: Teaching Ethics and Adaptive Leadership in a Time of Crisis, with Prof. Christopher Robichaud and Lucy Swedberg
- July 2020, GSU CIBER, Pedagogy webinar, Teaching International Business in a Post-Pandemic Era, with Prof. Tamer Cavusgil, Saeed Samiee, Manuel Serapio, and Maria Luiza
- July 2020, Harvard Business School teaching webinar, Designing a Curriculum for Online and Hybrid Classes, with Prof. Yael Grushka-Cockayne
- July 2020, Georgia State University (GSU) Center for International Business and Research (CIBER), Pedagogical webinar, Teaching International Business in a Post-Pandemic Era, with Prof. Tamer Cavusgil, Saeed Samiee, Manuel Serapio, Maria Luiza, GSU
- July 2020, Harvard Business School webinar, Designing a Curriculum for Online and Hybrid Classes, with Prof. Yael Grushka-Cockayne, Harvard Business School and Darden School of Business
- June 2020, GSU CIBER, Pedagogical webinar, Using Multimedia for Interactive Synchronous Online Teaching for IB, with Dr. Nukhet Vardar and Dr. Filip De Beule
- May 2020, GSU CIBER, Pedagogical webinar, The Synchronous-Asynchronous Spectrum in Online Teaching, featuring Dr. Hakan Saraoglu, Professor of Finance, Bryant University
- May 2020, GSU CIBER, Pedagogical Webinar, Key Ingredients for Effective Online Teaching, with Prof. Dr. Roberto Garcia, Kelley School of Business, Indiana University
- April 2020, GSU CIBER, Pedagogy Webinar, Appropriate Instructional Tools for Teaching IB, with Prof. Jacobus F. Boers, GSU
- April 2020, Using the Wall Street Journal in Global Professional Studies, WSJ and Dow Jones publishing webinar, with Professors Dan Bullock and Raul Sanchez, School of Professional Studies, New York University
- April 2020, Integrating WSJ Into Online Courses, WSJ and Dow Jones publishing webinar, with Professor Brian Tietje, California Polytechnic State University

- April 2020, Deep Dive into Case Teaching Online, Harvard Business Publishing webinar, with Professor Bill Schiano, Bentley University
- Mar 2020, Bringing Theory to Life with WSJ Context, WSJ and Dow Jones publishing webinar, with Professor Mark Lehrer, Suffolk University
- Mar 2020, How to convert classes to distance education formats, zoom meeting with Professor Marko Dumancic, Center for Innovative Teaching and Learning, WKU
- Oct-Nov, 2019, Starting Small: Enhancing Your Online Course, Professional learning community (PLC), three sessions, with Hannah Digges Elliott, Center for Innovative Teaching and Learning, WKU
- Sept-Oct 2019, Ramping up student cognitive engagement, Professional learning community (PLC), four sessions, with Dr. Rebecca Stobaugh, Center for Innovative Teaching and Learning, WKU
- Aug 2019, six strategies to engage students, with Dr. Rebecca Stobaugh, Center for Innovative Teaching and Learning, WKU
- May 2019, Webinar with Dr. Dana Cosby, Liberating Structures: Tools for Classroom Student Engagement, WKU
- May 2019, McGraw-Hill training on Connect/Learnsmart, WKU
- Feb 2019, with Jeff Kallay of Render Experiences, “After Millennials – Connecting with Generation X Parents and Generation Z Students”, WKU
- Oct 2018, Presentation Skills and the Design of presentations, led by Prof. Chris Derry, GFCB
- Jan 2019, Global learning luncheon, WKU
- Aug 2018, The Ins and Outs of Faculty Recruiting, Academy of Management, Chicago
- Feb 2018, Developing Small Teaching Practices for Your Classes, Center for Innovative Teaching and Learning, WKU
- Feb 2018, Web seminar: The Business Strategy Game (BSG) Instructor Orientation, hosted by Greg Stappenbeck, McGraw Hill Education
- June 1-4, 2017, International Business Pedagogical Workshop, CIBER, Georgia State University, Atlanta, GA
- Nov 2016, Pearson Publisher MyManagementLab Workshop at GFCB
- Sept 2016, Distance learning workshop, “Student Engagement and Tools for Engagement” and “Teaching with Technology – Best Practices for Video and Using Mediasite”, Center for Innovative Teaching and Learning, WKU
- Aug-Dec, 2015, WKU faculty professional learning community, Center for Innovative Teaching and Learning, WKU
- June 2015, Blended teaching boot camp, Center for Innovative Teaching and Learning, WKU
- Jan 2015, Teamwork in teaching workshop, by Dr. Matt Ohland, Purdue University, hosted by Center for Innovative Teaching and Learning, WKU
- July 21-25, 2014, Online teaching workshop, Center for Innovative Teaching and Learning, WKU
- June 19-20, 2014, Hybrid and Online Pedagogy workshop, Center for Innovative Teaching and Learning, WKU
- Feb 2014, Use midterm feedback survey to improve teaching, Center for Innovative Teaching and Learning, WKU
- Nov 2013, Active learning, WKU, Center for Innovative Teaching and Learning, WKU
- Sept 2013, Engaging students in the classroom discussions, Center for Innovative Teaching and Learning, WKU

HONORS AND GRANTS

- Gordon Ford College of Business “Over the Top” award for service to the college, Spring 2023

- Best Paper Proceedings, and distinguished Paper Award, Strategic Management Division, with Chen, Y. and Ping, L., Academy of Management Conference, 2020.
- Center for Leadership Excellence Research Grant (as co-PI), Western Kentucky University, 2016, \$2,500
- International Activities Grant, Western Kentucky University, 2016, \$1,700
- Gordon Ford College of Business Aim High Summer Research Grant (as PI), Western Kentucky University, 2016, \$10,000
- Gordon Ford College of Business Quick Turn Around Grants (QTAG) (as co-PI), 2015, \$3,000
- Research & Creative Activities Program (RCAP) Research Grant (as co-PI), Western Kentucky University, 2013–2014, WKU RCAP Grant # 14-8006, \$2,841
- International Conference on Advances in Management (ICAM) Leadership Award, 2014
- Technology Management Research Center, Summer Research Grant (as PI), Rutgers University, 2010, \$2,000
- Fisher Center of Real Estate and Urban Economics Research Grant (as PI), UC Berkeley, 2005–2006, \$10,000