**HEATHER BERRY**

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Associate Professor Senior Fellow

International Business Department Mack Institute for Innovation Management

School of Business/ Funger 401T The Wharton School

George Washington University University of Pennsylvania

Washington DC 20052 Philadelphia, PA 19104-6370

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**EDUCATION:**

Ph.D., University of California, Los Angeles, Anderson Graduate School of Management,

Dual Major: International Business & Strategy and Organization, 2001

M.Sc., University of Edinburgh (Scotland), Major in International and European Politics

B.A., McGill University (Montreal, Canada), Major in Political Science

**ACADEMIC POSITIONS:**

2011 - Associate Professor of International Business and International Affairs, International Business Department in the School of Business and the Elliott School of International Affairs, George Washington University

Taught/Developed Undergraduate International Business Core Course (IBUS3001)

Mean Instructor Evaluations of 4.80/5.0; 4.76/5.0; and 4.46/5.01 in fall, 2012

Mean Instructor Evaluation s of 4.66/5.0; 4.55/5.0; and 4.46/5.0[[1]](#footnote-1) in spring, 2012

2010 - Senior Fellow, Mack Center for Technology and Innovation, The Wharton School, University of Pennsylvania

2010-2011 ASA/NSF/BEA Fellow

2001-2010: Assistant Professor of Management, The Wharton School, University of Pennsylvania

Developed PhD Seminar in Multinational Management (MGMT955)

Last course ratings: 4.0/4.0 in Spring, 2010

Developed MBA Elective - Multinational Management (MGMT871)

Last course ratings: 3.51/4.0 in Spring 2009[[2]](#footnote-2)

Taught MBA Core Global Strategy (MGMT655), Spring 2010

Last course ratings: 3.45/4.0 in Spring, 2010

Developed undergraduate Multinational Corporate Strategies (MGMT205)

Last course ratings: 3.53/4.0 in Spring 2009

Developed undergraduate Multinational Management (MGMT111)

Last course ratings: 3.41/4.0 in Spring 2005

**RESEARCH**

PUBLICATIONS IN REFEREED JOURNALS:

[1] Berry, H., M. Guillen and A. Hendi, Forthcoming, Is there Convergence Across Countries? A Spatial Approach. *Journal of International Business Studies*.

[2] Berry, H., forthcoming, Global Integration and Innovation: Multi-Country Knowledge Generation within MNCs, *Strategic Management Journal* (online early view version available June 14, 2013 at DOI: 10.1002/smj.2140)

[3] Berry, H, 2013. When Do Firms Divest Foreign Operations? *Organization Science.*24:2462-79.

[4] Berry, H., Guillen, M and Zhou, N. 2010. An Institutional Approach to Cross-National Distance, *Journal of International Business Studies* 41(9): 1460-1480.

* Data Available at: [http://lauder.wharton.upenn.edu/ciber/research/faculty.php#](http://lauder.wharton.upenn.edu/ciber/research/faculty.php)

[5] Berry, H, 2010. Why Do Firms Divest? *Organization Science* 21(2): 380-398.

[6] Berry, H. and M. Sakakibara, 2008, Resource Accumulation and Overseas Expansion by Japanese Multinationals *Journal of Economic Behavior and Organization* 65(2): 277-302

[7] Berry, H., 2006. Leaders, Laggards and the Pursuit of Foreign Knowledge, *Strategic Management*

*Journal*, 27: 151-168.

* Earlier abridged version published in *Best Paper Proceedings* of the Academy of

Management, 2003

[8] Berry, H,. 2006. Shareholder Valuation of Foreign Investment and Expansion, *Strategic Management Journal*, 27: 1123-1140 (Lead Article)

PUBLICATIONS IN EDITED VOLUMES:

[9] Bals, L., Berry, H., Hartmann, E. and G. Rattich, 2013. *What Do We Know About Going Global Early: Liabilities of Foreignness and Early Internationalizing Firms* in Devinney, T., T. Pedersen and L Tihanyi (eds) Advances in International Management Volume 26, Springer, pp. 397-433 (authors listed alphabetically)

PUBLICATIONS IN BEST PAPER PROCEEDINGS:

[10] Alcacer, J., Berry, H., and W. Chung, 2005. Increasing Exploration: Evidence from International Expansion, *Academy of Management Best Paper Proceedings* (authors are listed alphabetically).

[11] Berry, Heather, 2003. Leaders, Laggards and the Pursuit of Foreign Knowledge, *Academy of Management* *Best Paper Proceedings*.

[12] Berry, Heather, 2001. Do Foreign Assets Harm Stock Prices? *Academy of Management* *Best Paper Proceedings*.

ARTICLES SUBMITTED TO REFEREED JOURNALS:

[13] Berry, H. and A. Kaul, Global Sourcing and Foreign Knowledge Seeking: A Formal Model and Empirical Analysis (second revision requested from *Management Science)*

[14] Berry, H., Offshore Outsourcing: How Access and Exposure to Foreign Markets Impact the Offshore Outsourcing Decisions of MNCs (under second review at the *Strategic Management Journal*)

[15] Berry, H., Managing Resource Flows within MNCs: How Home Country Expatriates Impact Subsidiary Resource Flows (under first review at *Organization Science*)

* Winner, Dom Cabral Best Paper in Strategy/IB Theory, AOM, IM Division, 2013

[16] Berry, H., Knowledge Inheritance, Performance and Innovation: The Impact of Parent Firm Knowledge on Foreign Subsidiary Innovation (first revision requested from the *Academy of Management Journal*)

WORKING PAPERS

Berry, H., The Product and Geographic Market Configurations of Multinational Corporations

Berry, H., A. Kaul and R. Ramanathan, Foreign Knowledge Seeking and Country Exit: the Joint Impact of Firm and Country Characteristics (authors listed alphabetically)

Berry, H,.and O. Ref, Firm Resources and the Multinationality-Performance Relationship (authors listed alphabetically)

WORK IN PROGRESS**:**

Alcacer, J. and H. Berry, The Impact of Foreign Activities on Domestic Innovation (authors listed alphabetically)

Berry, H., Product Expansion Following Knowledge Integration in Multinational Corporations

Berry, H., Star Inventors and Knowledge Generation in MNCs

**AWARDS AND HONORS:**

Winner, Dom Cabral Best Paper in Strategy/IB Theory, International Management Division, Academy of Management Annual Meeting, 2013

Extraordinary Service to the Editorial Review Board, *Organization Science*, 2011

Best Reviewer Award, *Journal of International Business Studies*, 2011

Best Reviewer Award, IM Division, Academy of Management Annual Meeting, 2011

Finalist, Haynes Prize for Most Promising Scholar under the age of 40, Academy of International Business Conference, 2006

Winner, Barry Richman Award for best dissertation, International Management Division, Academy of Management, 2002

Winner, Richard Farmer Award for best dissertation in International Business, Academy of International Business, 2001

Finalist (1 of 4), The Free Press Doctoral Dissertation Award, Business Policy and Strategy Division, Academy of Management, 2001

**SEMINARS AND CONFERENCE PRESENTATIONS**:

INVITED SEMINARS:

2013: Rutgers University – Rutgers Business School

Harvard Business School - International Research Conference

Bureau of Economic Analysis – Research Seminar

2012: George Washington University - Faculty Luncheon Speaker Series,

University of Maryland – Smith School of Business Summer Seminar

2011: World Bank

2010: George Washington University – School of Business, IB Department

American University – Kogod School of Business, IB Department

University of South Carolina – Moore School of Business, IB Department

2009: Baruch College – School of Business

Harvard Business School – Strategy Conference

2008: Harvard Business School - International Seminar Series

London Business School – Ghoshal Conference

2007: Rutgers University – Rutgers Business School

Emory University - ACAC Conference

2006: New York University – Stern School of Business, Strategy Seminar

2005: University of Pennsylvania - Wharton School, Jones Center Brown Bag

2004: Brigham Young University - Winter Strategy Conference

2003: University of Pennsylvania - The Wharton School Jones Center Brown Bag

2002: University of Michigan - Multinational Management Conference

University of Pennsylvania - The Wharton School Jones Center Brown Bag

University of Pennsylvania - Wharton Applied Econ Seminar Series

2000: University of Michigan – Ross School of Business

Southern Methodist University

University of Pennsylvania - Wharton School

1999: University of Maryland – Smith School of Business

Anderson School, UCLA - Innovation Workshop

REFEREED CONFERENCE PRESENTATIONS*:*

“Knowledge Transfer and Knowledge Generation: The Impact of Parent Firm Knowledge on Foreign Subsidiary Innovation”

Academy of International Business Annual Meeting, Turkey, July, 2013

Academy of Management Annual Meeting, Orlando, FL, August, 2013

“Managing Resource Flows within MNCs: The Contingent Role of Expatriates in Foreign Subsidiaries”

Academy of Management Annual Meeting, Orlando, FL, August, 2013

“Global Integration and Innovation: Multi-Country Knowledge Generation within MNCs”

Academy of Management Annual Meeting, Boston, MA 2012

Academy of International Business Annual Meeting, Washington DC, 2012

“Offshore Outsourcing: How Access and Exposure to Foreign Markets Impact the Offshore Outsourcing Decisions of MNCs”

Academy of Management Annual Meeting, Boston, MA, 2012

“Foreign Knowledge Seeking and Country Exit: the Joint Impact of Firm and Country Characteristics”

Strategic Management Society Annual Meeting, Prague, 2012

Academy of Management Annual Meeting, Boston, MA, 2012

“The Changing Nature of Global Integration”

Strategic Management Society Annual Meeting, Miami, Florida, 2011

Academy of Management Annual Meeting, San Antonio, Texas, 2011

“Going Global Early: Liabilities of Foreignness and Early Internationalizing Firms”

Advances for International Management EIBA pre-conference, December 2012

Academy of International Business Annual Meeting, Rio de Janeiro, Brazil, 2010

“Foreign Knowledge Seeking and Country Exit: the Joint Impact of Firm and Country Characteristics”

(formerly titled CEO Incentives and Country Exit)

Academy of International Business, Rio de Janeiro, Brazil, 2010

Academy of Management Annual Meeting, Montreal, Canada, 2010.

“Firm Resources and the Diversification-Performance Relationship”

Academy of Management Annual Meeting, Montreal, Canada, 2010

“A New Approach to Cross-National Distance”

Academy of International Business Annual Meeting, Rio de Janeiro, Brazil, 2010

“When Do Firms Divest Foreign Operations?

Academy of Management Annual Business Meeting, Chicago, IL 2009

“The Strategies and Structures of Multinational Corporations”

CIBER Frontiers 2009 Conference, December, 2009

Academy of Management Annual Meeting, Chicago, IL, 2009

Academy of International Business Annual Meeting, San Diego, CA, 2009

‘Organizational Linkages and Product Integration in Multinational Corporations’

Strategic Research Forum, Ashville, North Carolina, May, 2008;

“Own and Other Firm Influences on Foreign Expansion Across Value Chain Activities”

Academy of Management Annual Business Meeting, Philadelphia, PA, 2007

Academy of International Business Annual Meeting, Indianapolis, IN, 2007

“Imitating Relevant Firms”

Academy of Management Annual Business Meeting, Atlanta, GA, 2006;

Academy of International Business Annual Meeting, China, 2006

“Why Do Firms Divest?”

Strategic Renewal Conference, Chicago, March, 2007;

Academy of International Business Meeting, Beijing, China, 2006

Academy of Management Annual Meeting, Atlanta, Georgia, 2006

Strategy Research Forum, Toronto, Ontario, Canada, 2004

“Increasing Exploration: Evidence from International Expansion”

Academy of Management Annual Business Meeting, Hawaii, 2005

Strategic Management Society Annual Meeting, Orlando, FL, 2005.

“Leaders, Laggards and the Pursuit of Foreign Knowledge,”

Academy of Management Annual Business Meeting, Seattle, WA, 2003

Academy of International Business Annual Meeting, Monterey, CA, 2003

“Shareholder Valuation of Foreign Investment and Expansion”

Academy of Management Annual Meeting, Denver, CO, August, 2002

Academy of International Business Annual Meeting, Puerto Rico, June, 2002

“The Exploitation and Development of Intangible Assets by Multinational Enterprises” (Dissertation)

Panel of Finalists for Barry Richman Award for best dissertation in International Management,

Academy of Management, Denver, CO, August, 2002;

Panel of Finalists for Richard N. Farmer Award for best dissertation in International Business,

Academy of International Business, Australia, November 2001

“Do Foreign Assets Harm Stock Prices? A Comparison of the Effects of Multinationality on US and

Japanese Firm Values,”

Academy of Management Annual Meeting, Washington, DC, August, 2001

“Resource Accumulation and Overseas Expansion by Japanese Multinationals: An Empirical Analysis of

Academy of International Business Annual Meeting, South Carolina, November, 1999;

Academy of Management Annual Meeting, Chicago, IL, August, 1999

**RESEARCH GRANTS:**

Mack Institute for Innovation Management, The Wharton School, University of Pennsylvania, 2013

ASA/NSF/BEA Fellowship, academic year 2010-2011 and summer, 2012

Center for International Business Education and Research (CIBER), the Lauder Institute,

University of Pennsylvania,, 2008, 2009, 2010

Global Initiative Program, Wharton School, University of Pennsylvania, 2009, 2010

Mack Center on Technological Innovation, The Wharton School, University of

Pennsylvania, 2003, 2004, 2005

Reginald H. Jones Center for Management Policy, Strategy and Organization, Wharton

School, University of Pennsylvania, 2002

Anderson School Dissertation Year Fellowship, UCLA (1999-2000)

UCLA Graduate Division Fellowship for tuition and registration fees for PhD program (1995-1999)

UCLA, CIBER Student Research Awards, 1997, 1998

**SERVICE TO ACADEMIA**:

Service at George Washington University:

Doctoral Committee, 2013-2014

Co-Organizer, IB Department Seminar Series, 2013-2014

Research Committee, 2012-2013

Ad Hoc Committee to select Blue Ribbon Panel to review the doctoral program, 2012-2013

Elected by GW School of Business faculty

Teaching Excellence Committee, 2011-2012

Faculty Participant, GW Doctoral Student Association panel on Approaching the Job Market,

March, 2012

Service at the University of Pennsylvania:

PhD Admission Committee, Management Department, 2002-2004, 2008-2009

Co-Organizer, Junior Faculty Retreat, Management Department, September, 2002-2005

Co-Organizer (with Vit Henisz), Multinational Management Seminar Series, 2001-2005.

Co-Organizer (with Gerry McDermott), Multinational Management Seminar Series, 2006-2007.

Organizer, Multinational Management Seminar Series, 2007-2008.

Management Department Seminar Committee, 2009-2010

Junior Faculty Search Committee, Multinational Management Group, Management Department,

2003-2004.

Junior Faculty Search Committee, Strategy Group, Management Department, 2007-2008

Penn Fulbright Applicant Review Committee, 2006-2009

Huntsman Undergraduate Thesis Advisor

2003: Vivianne Leung

2002: Michelle Liu

Undergraduate Independent Study Advisor

2003: Silvya Yu

First Year Multinational Management Exam Organizer

2007: Nan Zhou, Anindya Ghosh

2006: Lite Nartey

2005: Elisa Alvarez, Aseem Kaul, Joydeep Chatterjee

2004: Srividya Jandhyala, Charlie Reuters

2003: Anuja Gupta, Lakshmi Ramarajan, Rafael Corredoira

Second Year Multinational Management Exam Committee

2008: Nan Zhou

2007: Lite Nartey

2005: Srividya Jandhyala, Charlie Reuters

Doctoral Student First and Second Year Advisor (with M. Guillen)

2006 and 2007: Nan Zhao

Dissertation Committee Membership:

Srividya Jandhyala (Multinational Management, Wharton), defended 2009:

Placement: Assistant Professor at George Washington University

Aseem Kaul (Strategy, Wharton), defended 2009: Placement: Assistant

Professor at University of Minnesota.

Editorial Activities:

Editorial Review Boards:

*Strategic Management Journal,* 2007-present

*Journal of International Business Studies*, 2007- present

*Organization Science,* 2009 – present

*Global Strategy Journal*, 2013- present

Reviewer For:

*Strategic Management Journal*

*Journal of International Business Studies*

*Organization Science*

*Academy of Management Journal*

*Journal of Economic Behavior and Organization*

*Journal of Management*

*Management Science*

*Administrative Science Quarterly*

Conference Reviewer For:

Academy of International Business Annual Meetings, yearly since 1999

Academy of Management Annual Meetings, yearly since 1999

Business Policy and Strategy Division

International Management Division

Informs Dissertation Proposal Competition, 2003-2006, 2008-2012

Strategic Management Society Annual Meeting, yearly since 2008

Service to the Academic Community:

INFORMS, College on Organization Science, Executive Committee (elected), 2007-2011

Executive Committee Chair, 2010-2011

Executive Committee Vice Chair, 2009-2010

Program Chair, 2008-2009

Dissertation Proposal Competition Organizer, 2007-2008

BPS Executive Committee (elected), Academy of Management, 2008-2010

Conference Co-Organizer:

Strategic Research Forum, Cape Cod, MA, May 2007

Junior Faculty Consortium Chair, Academy of International Business Annual Meeting,

Vancouver, Canada, 2014

Invited Panel Organizer

Multinational Firm and Establishment Level Data: What’s Hot in 2012?, Academy of

International Business Annual Conference, 2012

Invited Discussant:

Strategic Research Forum, Egg Harbor, NJ, May, 2006

Academy of Management, Atlanta, GA, August, 2006

International Research Conference, Harvard Business School, March, 2006

Strategic Research Forum, St. Louis, MI, May, 2003

Academy of International Business, Monterey, CA, July 2003.

Academy of Management, Washington, DC, August, 2001

Panelist:

Faculty Participant, Doctoral Consortium, IM Division, Academy of Management, 2013

Faculty Participant, Doctoral Consortium, Academy of International Business, 2008

Faculty Participant, Doctoral Consortium, IM Division, Academy of Management, 2006

Faculty Participant, Doctoral Consortium, Academy of International Business, 2003

Faculty Participant, Doctoral Consortium, IM Division, Academy of Management, 2003

Planning Your Dissertation, Academy of Management, BPS Division, 2002.

Participant:

Paper Development Workshop, Academy of International Business, June, 2009

Junior Faculty Consortium, Academy of International Business, June, 2002

Doctoral Consortium, BPS Division, Academy of Management, August, 1999

Doctoral Consortium, IM Division, Academy of Management, August, 1998

Professional affiliations and memberships:

Academy of Management, IM Division

Academy of Management, BPS Division

Academy of International Business

INFORMS

Strategic Management Society

National Women’s Political Caucus

**OTHER PROFESSIONAL EMPLOYMENT:**

*Corporate Intern,* Toyota Motor Sales, US Headquarters in Los Angeles, California, Summer, 1996

1. Assisted in reviewing and assessing organizational and strategic options for the New Business Practices Group within Toyota;
2. Involved with the start-up of the New Business Practices Group, including drafting the mission statement for the group.

*Ways and Means Committee Associate*, US Congress, Washington, D.C., 1994-1995

1. Responsible for legislative matters before the House Ways and Means Committee
2. Wrote floor statements and committee testimony;
3. Drafted legislation with legislative counsel.

*Policy Analyst*, US House of Representatives, Washington, D.C., 1992-1994

1. Wrote policy option and background papers on trade, national security and health care issues for a Congressional legislative caucus.

*Analyst*, Office of Policy and Legislative Analysis, US Department of Labor, 1989-1990

1. Assisted in preparing testimony and background information for senior Department officials for congressional hearings.

**MEDIA MENTIONS:**

Why Eurozone Woes are Creating Headwinds for Global Firms, *Knowledge@Wharton*, April 25, 2012

The 100 Day Dash: An Ambitious but Worrisome Start for the Obama Administration,

*Knowledge@Wharton*, April 29, 2009

Worry in the West as Eastern and Central European Economies Head South, *Knowledge@Wharton*,

March 4, 2009

Dear President-elect Obama: Here’s How to Get the Economy Out of the Ditch, *Knowledge@Wharton*,

November 12, 2008.

Linking Commerce to Geopolitics: The Candidates’ Views on Global Trade, *Knowledge@Wharton*,

September 17, 2008

Post Haste: Why Pitney Bowes Wants to Automate India’s Mailstream, *Knowledge@Wharton*, January

11, 2007

**PERSONAL:**

Married, with three children (ages 13, 11 and 8)

1. The GW IB Department mean instructor evaluation is 4.32/5.0. [↑](#footnote-ref-1)
2. The Wharton Management Department mean instructor evaluation was 2.95/4.0 during this time. [↑](#footnote-ref-2)