

# Heather Berry

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## ACADEMIC APPOINTMENTS

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**George Washington University**, School of Business and Elliott School of International Affairs

Full Professor of International Business and International Affairs	2018 –
Acting Co-Director, GWSB Doctoral Program	2019
Ave Tucker Fellow	2016 - 2020
Associate Professor of International Business and International Affairs	2011 – 2018
ASA/NSF/BEA Fellow	2010 – 2011

**University of Pennsylvania**, Wharton School

Senior Fellow, Mack Institute for Innovation Management	2010 - 2015
Assistant Professor of Management	2001 – 2010

## EDUCATION

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**University of California, Los Angeles (UCLA)**, Anderson School, PhD, Dual Major: Strategy and Organization and International Business, 2001

**University of Edinburgh** (Scotland), MSc, International and European Politics

**McGill University** (Canada), BA, Political Science, Honours Program

## RESEARCH INTERESTS

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- Scope, performance and integration in multinational firms (MNCs), including resource allocation decisions by MNCs, global innovation within MNCs, entry and divestment decisions and global sourcing decisions by MNCs
- Conceptualizing cross national distance and multinational firm configurations
- Primarily large-scale empirical research, but with multimethod interests in modeling, conceptual, and experimental research

## PUBLICATIONS AND RESEARCH IN PROGRESS

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### Publications in Refereed Journals:

- Berry, H., Diverse Knowledge Exploration and Diffusion in MNCs, *Strategic Management Journal*, forthcoming (<https://onlinelibrary.wiley.com/doi/10.1002/smj.3482>)
- Berry, H. and A. Kaul, 2022. Disaggregating Multinationality: An Empirical Examination of Aggregation, Adaptation and Arbitrage Activities by US MNCs, *Strategy Science*, 7(2): 90-105.
- Berry, H and A. Kaul and N. Lee, 2021. Follow the Smoke: The Pollution Haven Effect on Global Sourcing. *Strategic Management Journal*. 42(13): 2420-2450.
- Berry, H. and A. Kaul. 2021. Corporate Renewal Across Businesses and Countries. *Strategic Management Review*, 2(2): 205-233.
- Berry, H., 2020. Internationalizing Firm Innovations: The Influence of Multimarket Overlap in Knowledge Activities, *Journal of International Business Studies* 51(6): 963-85.
- Berry, H., 2018. The Influence of Multiple Knowledge Networks on Innovation in Foreign Operations, *Organization Science* 29(5): 855-72.
- Berry, H., 2017. Managing Valuable Knowledge in Weak IP Protection Countries, *Journal of International Business Studies* 48: 787-807.

- Winner, Dom Cabral Best Paper in Strategy/IB Theory, AOM, IM Division, 2013
- Berry, H. and A. Kaul. 2016. Replicating the Multinationality-Performance Relationship: Is There an S-Curve?" *Strategic Management Journal* 37(11): 2275-2290.
- Berry, H., 2015. Knowledge Inheritance in Global Industries: The Impact of Parent Firm Knowledge on the Performance of Foreign Subsidiaries, *Academy of Management Journal* 58(5): 1438-58.
- Berry, H. and A. Kaul, 2015. Global Sourcing and Foreign Knowledge Seeking, *Management Science*, 61(5): 1052-1071.
- Berry, H., M. Guillen and A. Hendi, 2014, Is there Convergence across Countries? A Spatial Approach. *Journal of International Business Studies* 45(4): 387-404.
- Berry, H., 2014, Global Integration and Innovation: Multi-Country Knowledge Generation within MNCs, *Strategic Management Journal* 35(6): 869-890.
- Berry, H, 2013. When Do Firms Divest Foreign Operations? *Organization Science*.24:2462-79.
- 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: <https://professorheatherberry.weebly.com/data.html>
- Berry, H, 2010. Why Do Firms Divest? *Organization Science* 21(2): 380-398.
- Berry, H. and M. Sakakibara, 2008, Resource Accumulation and Overseas Expansion by Japanese Multinationals *Journal of Economic Behavior and Organization* 65(2): 277-302.
- Berry, H., 2006. Leaders, Laggards and the Pursuit of Foreign Knowledge, *Strategic Management Journal*, 27: 151-168.
- Berry, H., 2006. Shareholder Valuation of Foreign Investment and Expansion, *Strategic Management Journal*, 27: 1123-1140

#### Publications in Edited Volumes:

- Berry, H., 2017. The International Configurations of US Multinational Corporations, in Alcacer, J., B. Kogut, B. Yeung and C. Thomas (eds), Advances in Strategic Management: Geography, Location and Strategy, Volume 36. Springer (New York, NY), pp 9-48.
- 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 (New York, NY), pp. 397-433 (authors listed alphabetically)

#### Best Paper (Refereed) Proceedings:

- Berry, H. and R. Donnelly, 2020. Defending Firm Knowledge in Foreign Countries. (Best Paper) *Proceedings of the 80<sup>th</sup> Annual Meeting of the Academy of Management* Online ISSN: 2151-6561
- Berry, H., 2018. Combinative Capabilities, Internal Global Sourcing and Technology Diversification in MNCs, (Best Paper), *Proceedings of the 78<sup>th</sup> Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561
  - Nominated for the Academy of Management Carolyn Dexter Award, AOM, 2018
- Berry, H., 2016. The Global Family Patents of Multinational Corporations. (Best Paper) *Proceedings of the 76<sup>th</sup> Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561
- Alcacer, J., Berry, H., and W. Chung, 2005. Increasing Exploration: Evidence from International Expansion, *Academy of Management Best Paper Proceedings from the 65<sup>th</sup> Annual Meeting* (authors are listed alphabetically).

- Berry, Heather, 2003. Leaders, Laggards and the Pursuit of Foreign Knowledge, *Academy of Management Best Paper Proceedings from the 63<sup>rd</sup> Annual Meeting*.
- Berry, Heather, 2001. Do Foreign Assets Harm Stock Prices? *Academy of Management Best Paper Proceedings from the 61<sup>st</sup> Annual Meeting*.

#### Papers Under Review & Working Papers

- Berry, H. and A. Kaul, The Changing Nature of Intra-firm Cross-Border Product Flows, under third review
- Berry, H. and R. Donnelly, Defending Knowledge Abroad, under second review
  - Nominated for HKUST Best Paper in Global Strategy, IM Division, AoM Annual Conference, 2020
- Berry, H, Foreign Knowledge Activities and Home Country Innovation: Does Global Innovation Hollow Out or Strengthen the Home Base of MNCs?, under review
  - Nominated for Georgetown Best Paper in International Business and Policy, Academy of Management Annual Conference, 2019
- Berry, H., Leaders, Laggards and Reverse Knowledge Transfers
- Berry H., and R. Donnelly, Patent Defense by Global Rivals
- Berry, H and A. Kaul, Benefits from Cross-Country Arbitrage by MNCs
- Berry, H., Chauvin, J., and N Lee, Nearshoring
- Berry, H., Product Expansion Following Knowledge Integration in Multinational Corporations

#### AWARDS, HONORS and GRANTS

- Special Sworn Employee, Bureau of Economic Analysis (BEA), US Department of Commerce, 2009-present
- Nominated for HKUST Best Paper in Global Strategy, IM Division, Academy of Management Annual Conference, 2020
- Nominated for the Best Paper in Corporate Social Responsibility and Sustainability, IM Division, Academy of Management, 2020
- Trachtenberg Prize for Teaching Excellence (annual award given to one faculty member across the university), George Washington University, 2019
- Tucker Fellowship Award, George Washington University, 2015-2017; 2018-2020
- Nominated for the Georgetown Best Paper in International Business and Policy, IM Division, Academy of Management Annual Conference, 2019
- Nominated for the Carolyn Dexter Award, Academy of Management Conference, 2018
- Nominated for the Strategic Management Society (SMS) Best Paper Prize, Paris Conference, 2018
- Best Reviewer Award, IM Division, Academy of Management Annual Meeting, 2018
- Nominated for the Trachtenberg Prize for Teaching Excellence, George Washington University, 2017
- Best Reviewer Award, Journal of International Business Studies, 2016
- Nominated for the Peter B. Vaill Outstanding Doctoral Educator Award, Doctoral Program, School of Business, George Washington University, 2016
- 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 (Best Reviewer Award), 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
- Honours Program, McGill University, Montreal, Canada
- Valedictorian, Richard Montgomery High School, Rockville MD

### **Grants**

- GW CIBER Grant for Glob-S Research Lab, 2019-2022
- GW CIBER Research Grant, Summer 2015
- 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, CIBER Student Research Awards, 1997, 1998
- UCLA Graduate Division Fellowship for tuition and registration fees for PhD program (1995-1999)

### **PRESENTATIONS AND CONFERENCES**

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#### **Invited Seminar Presentations**

- American University, Kogod School of Business
- Baruch College School of Business
- BI Norwegian Business School
- Brigham Young University
- Bocconi University
- Bureau of Economic Analysis, Research Seminar Series
- Columbia University, SMR Conference
- Copenhagen Business School
- Emory University
- George Washington University School of Business
- Georgetown University
- Harvard Business School
- INSEAD (Fontainebleau campus)
- Insper Institute (invited, Spring, 2023)
- London Business School
- London Business School, Ghoshal Conference
- New York University Stern School of Business
- Ohio State University
- Rutgers University, Business School
- Sante Fe Institute
- Southern Methodist University, School of Business
- Sussex-Surrey IB Seminar
- University of California, Los Angeles, Anderson School
- University of Illinois, Urbana-Champaign
- University of Manchester
- University of Maryland, Smith School of Business
- University of Michigan, Ross School of Business
- University of Pennsylvania, Wharton School
- University of South Carolina, Moore School of Business
- University of Virginia, Darden Business School

- University of Virginia, McIntire School
- World Bank Research Seminar

### **Conference Invited Activities**

- Track Chair, Strategic Management Society Conference (Toronto, 2021)
- Plenary Chair, “Value Creation and Value Capture” with Connie Helfat, Bruce Kogut, Phil Leslie and Marvin Lieberman, STR Division, Academy of Management Annual Meeting, 2022
- Invited Panel Organizer, “Multinational Firm and Establishment Level Data: What’s Hot in 2012?”, Academy of International Business Annual Conference, 2012
- Invited Discussant, International Research Conference, Harvard Business School, 2006
- Mentor, Emlyon Chamonix PhD Workshop, 2022
- Panelist, Panel on Replication, Academy of International Business Annual Meeting, 2022
- Panelist, Special Panel of Editors of Mainstream Management Journals, Academy of International Business Annual Meeting, 2018
- Panelist, Measuring Cross-National Differences through Traditional and Non-Traditional Sources, Academy of International Business Annual Meeting, 2018
- Faculty Panelist, Mid-Career Consortium, STR Division, Academy of Management Annual Meeting, 2019
- Faculty Panelist, Doctoral Consortium, Academy of International Business Annual Meeting, 2008
- Faculty Panelist, Doctoral Consortium, IM Division, Academy of Management Annual Meeting, 2006
- Faculty Panelist, Doctoral Consortium, Academy of International Business Annual Meeting, 2003
- Faculty Panelist, Doctoral Consortium, IM Division, Academy of Management Annual Meeting, 2003
- Invited Discussant, Strategy Research Forum, 2003-2006
- Co-Organizer, Planning Your Dissertation, Academy of Management, BPS Division, 2002

### **Conference Presentations & Attendance** (excluding coauthor presentations)

- Academy of Management Annual Meeting (2001-Present)
- Atlanta Competitive Advantage Conference (ACAC) (2006)
- BYU-Utah Winter Strategy Conference (2004)
- DRUID Summer Conference (2016, 2017)
- CIBER Frontiers Conference (2009)
- Strategic Management Division, Academy of Management PhD Workshops (2020-present)
- Strategic Management Society (2005, 2010-12, 2015-2018, 2020)
- Strategy Research Forum (2004-2008)
- Strategy Science Conference, Doctoral Workshop (2019)

### **TEACHING EXPERIENCE**

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#### **Full Time MBA Core**

- Wharton, Core Global Strategy (MGMT655)

#### **Full Time MBA Elective**

- Wharton, Advanced Multinational Management (MGMT871),

#### **PhD Teaching**

- Wharton, PhD Seminar in Multinational Management (MGMT955)
- GWU, PhD Seminar in Multinational Management (IBUS8638)

#### **Undergraduate Teaching**

- Wharton, Multinational Management (MGMT111)
- Wharton, Advanced Multinational Management (MGMT205)
- GWU, International Business Core Course (IBUS3001)

### **PROFESSIONAL ACTIVITIES & SERVICE**

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### External Service in Professional Academic Associations

- Strategic Management (STR) Division, Academy of Management
  - Elected Officer, 2018-2023
    - Past Division Chair 2022-2023
    - Division Chair 2021-2022
    - Division Chair Elect 2020-2021
    - Program Chair 2019-2020 (twice over for pandemic year)
    - Assistant Program Chair 2018-2019
  - Executive Committee Member (then called BPS - 2008-2010)
- INFORMS, College on Organization Science
  - Elected Officer
    - Executive Committee Chair 2010-2011
    - Executive Committee Vice Chair 2009-2010
    - Program Chair 2008-2009
    - Dissertation Proposal Competitive Organizer 2007-2008
- Strategic Management Society (SMS)
  - Track Chair for Annual Conference 2021
- Junior Faculty Consortium Organizer and Chair, Academy of International Business Annual Meeting, 2014
- Junior Faculty Consortium Co-Chair (with Udo Zander), IM Division, Academy of Management Annual Meeting, 2017
- Strategic Research Forum
  - Conference Co-Organizer, Cape Cod, MA, 2007
- Media coverage in *The New York Times*, Bureau of Economic Analysis *Survey of Current Business* and *Knowledge@Wharton*

### Editorial Contributions

- *Organization Science*, Senior Editor (2023-)
- *Strategic Management Journal*, Associate Editor (2017-2022)
- *Journal of International Business Studies*, Consulting Editor (2017-2022)
- *Journal of International Business Studies*, Editorial Review Board (2007-2017)
- *Organization Science*, Editorial Review Board (2019-Present)
- *Strategic Management Journal*, Editorial Review Board (2007-2017)
- *Global Strategy Journal*, Editorial Review Board (2013-2016)
- Other recent *ad hoc* reviews include *Management Science*, *Research Policy*, *Academy of Management Journal*, *Journal of Management*, *Administrative Science Quarterly*, *Journal of World Business*
- Reviewer for Organization Science Dissertation Proposal Competition (2003-2006, 2008-2012)
- Frequent reviewer for Academy of Management Annual Meetings (STR, IM), DRUID, Strategic Management Society Annual and Special Conferences and Academy of International Business Annual Meeting

### Doctoral Student Advising (excluding external examiner roles)

- Yuxi (Lance) Cheng (GWU), advancement, July 2022
- Si (Coco) Cheng (ESSEC) advancement June, 2021
- Narae Lee (Management, University of Minnesota), defended 2022 (First Placement: Singapore Management University)
- Roisin Donnelly (Management, Bentley), defended 2018 (First Placement: Tilburg University)
- Srividya Jandhyala (Multinational Management, Wharton), defended 2009 (First Placement: George Washington University)
- Aseem Kaul (Strategy, Wharton), defended 2009 (First Placement: University of Minnesota)

**George Washington University Service**

- Glob-S Research Lab, Founding Co-Director, along with Luis Ballesteros (2018-2023)
- Interim Co-Director, GWSB Doctoral Program, 2019
- IB Department Doctoral Lead Professor and School Doctoral Committee Representative (2013-2023)
- Second Year Comprehensive Exam Organizer (2017-2023)
- Faculty Search Committee Chair, International Business Department (2015-2016, 2016-2017)
- IB Department Seminar Series Organizer (2014-2017)
- IB Department Seminar Series Co-Organizer (2013-2014)
- Research Committee (2012-2013)
- Elected to Ad Hoc Committee to select Blue Ribbon Panel to review the doctoral program (2012-2013)
- Teaching Excellence Committee (2011-2012)
- Faculty Participant, GW Doctoral Student Association panel on Approaching the Job Market (2012)

**University of Pennsylvania Service**

- 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)
- Undergraduate Huntsman Program Thesis Advisor (2002 and 2003)
- First Year Multinational Management PhD Exam Organizer (2003-2007)
- Second Year Multinational Management Exam Committee (2005-2008)
- Doctoral first and second year Advisor (2006-2007)

**Professional Affiliations and Memberships**


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Academy of International Business  
 Academy of Management (STR and IM Divisions)  
 INFORMS  
 National Women's Political Caucus  
 Strategic Management Society

**Other Professional Employment**


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<b>Toyota Motor Sales Corporate Intern</b> , (US HQ, Los Angeles, CA)	1996
<b>Ways and Means Committee Associate</b> , US Congress (DC)	1994-1995
<b>Policy Analyst</b> : US House of Representatives (DC)	1992-1994