

Heather Berry

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ACADEMIC APPOINTMENTS

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| Georgetown University , McDonough School of Business Dean's Professor of Strategy and International Business | 2023 - |
| George Washington University , School of Business and Elliott School of International Affairs Professor of International Business and International Affairs | 2018 – 2023 |
| 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

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

- 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

Publications in Refereed Journals:

- Berry, H., Kaul, A. 2023. What drives global product integration? An empirical update. *Journal of International Business Studies*. <https://doi.org/10.1057/s41267-023-00640-z> .
 - Data Available: <https://professorheatherberry.weebly.com/data.html>
- Berry, H., 2023. Diverse Knowledge Exploration and Diffusion in MNCs, *Strategic Management Journal*, 44(7): 1589-1615.
- 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: <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, M. Guillen and N. Zhou, 2024, Distance and Its Multiple Facets, in Asmussen, C., N. Hashai and D. Minbaeva (eds.), Encyclopedia of International Strategic Management, Edward Elgar Publishing (UK)
- 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 80th 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 78th 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 76th 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 65th 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 63rd Annual Meeting*.
- Berry, Heather, 2001. Do Foreign Assets Harm Stock Prices? *Academy of Management Best Paper Proceedings from the 61st Annual Meeting*.

Papers Under Review & Working Papers

- Berry, H. and R. Donnelly, Defending Knowledge Abroad
 - Finalist, AIB Annual Conference Best Paper Award, 2023
 - Nominated for HKUST Best Paper in Global Strategy, IM Division, AoM Annual Conference, 2020
- Berry, H., Leaders, Laggards and Reverse Knowledge Transfers
- Berry, H, Foreign Knowledge Activities and Home Country Innovation: Does Global Innovation Hollow Out or Strengthen the Home Base of MNCs?
 - Nominated for Georgetown Best Paper in International Business and Policy, Academy of Management Annual Conference, 2019
- Berry, H., Chauvin, J., Cheng, Y. and N Lee, The Global Sourcing of Green Products
 - Best Conference Paper Award, Innovations to Tackle Global Sustainability Challenges, 2023
- Berry H., and R. Donnelly, Defending Firm Knowledge Against Industry Rivals
- Berry, H and A. Kaul, Benefits from Cross-Country Arbitrage by MNCs
- Berry, H., Product Expansion Following Knowledge Integration in Multinational Corporations

AWARDS, HONORS and GRANTS

- Elected Fellow, Academy of International Business
- Special Sworn Employee, Bureau of Economic Analysis, US Department of Commerce, 2009-present
- Best Conference Paper Award, Innovations to Tackle Global Sustainability Challenges, 2023
- Finalist for Best Paper Award, Academy of International Business Annual Conference, 2023
- 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

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
- 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

- Judge, 2023 INFORMS/Organization Science Dissertation Proposal Competition (October, 2023)
- Panelist, Innovations to Tackle Global Sustainability Challenges Conference, 2023
- 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
- Track Chair, Strategic Management Society Conference (Toronto, 2021)
- 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
- Faculty 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 (excluding coauthor presentations)

- Academy of Management Annual Meeting (2001-Present)
- Atlanta Competitive Advantage Conference (ACAC)
- BYU-Utah Winter Strategy Conference
- CIBER Conferences
- DRUID Summer Conference
- Innovations to Tackle Global Sustainability Challenges Conference
- Strategic Management Division, Academy of Management PhD Workshops
- Strategic Management Society
- Strategy Research Forum
- Strategy Science Conference, Doctoral Workshop

TEACHING EXPERIENCE

MBA

- Georgetown, Advanced Strategy (EMBA6880)
- GWU, Global Business Strategy (CLIA EMBA Program)
- Wharton, Core Global Strategy (MGMT655)
- 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)
- GWU, International Business Core Course (IBUS3001)

PROFESSIONAL ACTIVITIES & SERVICE

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 Competition 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 (2019-2022)
- *Strategic Management Journal*, Editorial Review Board (2007-2017)
- *Global Strategy Journal*, Editorial Review Board (2013-)
- 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)

- Si (Coco) Cheng (ESSEC) advancement, June, 2021
- Yuxi (Lance) Cheng (GWU), defended, May 2022 (First Placement: University of Liverpool)
- 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: GWU)
- 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), 2018-2022
- Interim Co-Director, GWSB Doctoral Program, 2019
- IB Department Doctoral Lead Professor and School Doctoral Committee Representative, 2013-2023
- Second Year Comprehensive Exam Organizer, International Business Department, 2017-2022
- 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
- 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,

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)

Other Professional Employment

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