

Curriculum Vitae

SUSAN BARTHOLOMEW
Associate Professor
Queen's School of Business
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EDUCATION

Ph.D., Management

McGill University: 1996

Major: International Business

Minor: Anthropology

Ph.D. Dissertation: "The Institutional Basis of National Advantage in Biotechnology"

--*Dean's Honour List, McGill University, April 1996;*

--*Finalist, Richard N. Farmer Best Dissertation Award, Academy of International Business, September 1996.*

Ph.D. Supervisor: Prof. Nancy J. Adler

M.B.A.

University of Toronto: 1986

Major: Organizational Behaviour

B.A., Honours

University of Toronto: 1984

Major: English

ACADEMIC POSITIONS

Current: Adjunct Associate Professor, Queen's School of Business, **Queen's University**, Kingston, ON Canada;

Academic Director, Masters of Global Management Program, Queen's School of Business, Queen's University, Kingston, ON (2007-2010).

Assistant Professor, Department of Strategic Management and Organization, School of Business, **University of Alberta**, Edmonton, AB, Canada (November 1999-January 2002)

University Lecturer in International Management (tenured), Judge Institute of Management Studies, and Fellow, Lucy Cavendish College, **University of Cambridge**, Cambridge, U.K. (January 1995-April 1999)

Visiting Assistant Professor in International Business, McDonough School of Business, **Georgetown University**, Washington, D.C. (September 1997-May 1998);

PUBLICATIONS AND RESEARCH

Publications

Drouin, Nathalie, Bourgault, Mario and Bartholomew, Susan (2008) "Investigation of Contextual Factors in Shaping HR Approaches and Determining the Success of International Joint Venture Projects: Evidence from the Canadian Telecom Industry," in *International Journal of Project Management*.

Bartholomew, S. and Smith, A.D. (2006) "Improving Survey Response Rates from Chief Executive Officers in Small Firms: The Importance of Social Networks," *Entrepreneurship Theory & Practice*, January 2006.

Thorne, L. and Bartholomew-Saunders, S. (2002) "The Socio-Cultural Embeddedness of Individuals' Ethical Reasoning in Organizations," *Journal of Business Ethics*, 35 (1): 1-14.

Bartholomew, S. (1997) "National Systems of Biotechnology Innovation: Complex Interdependence in the Global System," *Journal of International Business Studies*, 2(2): 241-266. (An earlier version of this article was awarded the **1996 Haynes Prize** by the AIB Foundation and the Eldridge Haynes Memorial Trust).

Bartholomew, S. (1997) "The Globalization of Technology: A Socio-Cultural Perspective," in Jeremy Howells and Jonathan Michie (eds.) *Technology, Innovation and Competitiveness*. Cheltenham: Edward Elgar..

Bartholomew, S. and Adler, N.J. (1996) "Building Networks and Crossing Boundaries: The Dynamics of Knowledge Generation in a Transnational World," in Pat Joynt and Malcolm Warner (eds.) *Managing Across Cultures: Issues and Perspectives*. London: Routledge.

Bartholomew, S. (1995) "Transnational Corporations, Human Resource Development, and Economic Growth," in R.N. Kanungo and D.M. Saunders (eds.) *New Approaches to Employee Management, Vol. 3: Employee Issues in Developing Countries*. Greenwich, Conn.: JAI Press.

Bartholomew, S. (1993) "Societal Culture and Organizational Behaviour," in R.N. Kanungo and M. Mendonca (eds.) *Introduction to Organizational Behaviour; Selected Readings*, 5th edition. Acton, Mass.: Copley.

Adler, N.J. and Bartholomew, S. (1993) "Is the Expatriate Extinct?" *Crossborder*, Summer, p. 44.

Adler, N.J. and Bartholomew, S. (1992) "Managing Globally Competent People," *Academy of Management Executive*, 6(3): 52-65.

Adler, N.J. and Bartholomew, S. (1992) "Academic and Professional Communities of Discourse: Generating Knowledge on Transnational Human Resource Management," *Journal of International Business Studies*, 23(3): 551-559.

Adler, N.J. and Bartholomew, S. (1992) "Globalization and Human Resource Management," in A.M. Rugman and A. Verbeke (eds.) *Research in Global Strategic Management: Corporate Responses to Global Change*, Vol. 3. Greenwich, Conn.: JAI Press.

Bartholomew, S. (1992) "Human Resource Development and Economic Growth: The Role of Transnational Corporations," paper prepared for the United Nations Centre for Transnational Corporations (UNCTC) for the *World Investment Report, 1992*. New York: UNCTC.

Conference Papers and Proceedings

Bartholomew, S. and Smith, A.D. "Improving Survey Response Rates from Top Management," (with Anne Smith) presented at the *Academy of Management* conference, New Orleans, 2004.

"Mode of Entry in R&D: A National Knowledge Resources Perspective," (with Barry Scholnick) presented at the *Academy of International Business* conference, Monterrey, July 2003.

"National Innovation Systems and Patterns of Knowledge Flow: A Comparison of Diffusion of Biotechnology Innovations in the US and UK," (with Paul Almeida) presented at the *Academy of Management* conference, Toronto, August 2000.

"Alliance Embeddedness: The Impact of Institutional Context in Motivating International R&D Collaboration in Biotechnology," (with Tina Dacin) presented at the *Academy of International Business* conference, Vienna, September 1998.

"The Interdependence of National Systems of Biotechnology Innovation in the Global System," presented at the *Academy of International Business* conference, Banff, September 1996; (awarded the **1996 Haynes Prize** by the AIB Foundation and the Eldridge Haynes Memorial Trust).

"Women Working Together as Friends and Collaborators: Building a Community of Scholars," (with A. Huff, N.J. Adler, I.B. Hill, P. Barr, N. Boyacigiller, C.M. Fiol, C. Frayne, M. Teagarden, R. Reger, and J. Rathburn) showcase symposium at the *Academy of Management* conference, Cincinnati, August 1996.

"The Globalization of Technology: A Socio-Cultural Perspective," presented at the *Euroconference on the Globalization of Technology*, Cambridge, U.K., June 1995.

"Global Strategies for Nation States: Creating Competitive Advantage through Human Resource Development," presented at the *Strategic Management Society* conference, London, U.K., October 1992.

"Human Resource Development and National Growth in a Global Economy: Towards an Integrative Framework," presented at the *Academy of International Business* conference, Brussels, November 1992.

"The Impact of Transnational Corporations on Human Resource and Economic Development: A Research Agenda," presented at the *Human Resource Management in Developing Countries* conference, Montreal, May 1992.

"Academic and Professional Communities of Discourse: Generating Knowledge on Transnational Human Resource Management," (with N.J. Adler) presented at the *Academy of International Business* conference, Miami, October 1991.

"Transnational Management: Leading Trends in Knowledge Production," (with D. Schendel, J. Young, and N.J. Adler) discussion panel at the *Strategic Management Society* conference, Toronto, October 1991.

TEACHING and ADMINISTRATIVE ADMINISTRATION

Queen's School of Business, 2006-present

Teaching:

International Business Strategy, Commerce Program, 2006-present;

Managing Global Innovation, Masters of Global Management Program, 2007-2009;

Administration:

Academic Director, Masters of Global Management Program, 2007-2010

Coordinator, Key Topics in International Business, Master's of Global Management, 2007-2009;

Service:

Chair, Academic Progress Committee, Commerce Program, July 2014-present

Member, Undergraduate Curriculum Committee and Academic Progress Committee, 2009-2014;

Member, research Ethics Committee, 2006-2008

University of Alberta, School of Business, 1999-2002

Managing International Business, Commerce Program, 1999-2002

Managing International Business, MBA program, 1999-2002

Georgetown University, McDonough School of Business, Visiting Professor, 1997-1998

International Business, Commerce Program 1997

Business Policy, Commerce Program, 1998

University of Cambridge, Judge Institute of Management Studies, Cambridge, UK, 1995-1999

International Business and Management, MBA, 1995-1999

Organizational Behaviour, MBA, 1995-1997

Qualitative Research Methodology, M.Phil., 1995-1996

McGill University, Faculty of Management, Montreal, PQ, Canada, 1992-1994

Cross-Cultural Management, Commerce and MBA programs, 1992-1994

Advanced Organizational Behaviour, Commerce Program, 1992-1993

Social Psychology, Commerce Program, 1992

Executive Teaching

Banff School of Advanced Management, Banff, AB, Canada

Managing Globalization, 2000

Nichibei Kaiwa Gakuin, Tokyo, Japan

Seminar series for middle managers on managing international business, 1999

Mitsui, Tokyo, Japan

Seminar on management of international joint ventures, 1999

AMOCO

Workshop for senior directors (worldwide) on the skills of globally competent managers, 1997

TEACHING AWARDS AND DISTINCTIONS

Dean's Commendation for Undergraduate Teaching Excellence, University of Alberta, School of Business, 2001

Professor of the Year, McGill MBA Japan, 1999

Highest Teaching Evaluations for MBA Program, Judge Institute of Management Studies, University of Cambridge, 1998

CONSULTING EXPERIENCE

United Nations Centre for Transnational Corporations (New York), United Nations High Commission for Refugees (El Salvador; Costa Rica), AMOCO (worldwide directors), Lucy Cavendish College (Cambridge, UK), Gebruder Colman (Germany), Modaseta (Italy), Mitsui (Tokyo), Management Board of Cabinet, Government of Ontario (Toronto), Ministry of Housing, Government of Ontario (Toronto)

ACADEMIC ASSOCIATIONS/ACTIVITIES

Member of Editorial Board of *Journal of World Business*; Reviewer for *Academy of Management Journal*, *Journal of International Business Studies*, *Journal of World Business*, *Management International Review*, *Journal of business Ethics*, *Journal of Management Inquiry*, *Organization Studies*, *Human Relations*, and the *Canadian Journal of Administrative Science*; Member of the *Academy of Management*, and the *Academy of International Business*.

LANGUAGES: English; French; Spanish